

DOCUMENT RESUME

ED 362 132

HE 026 740

AUTHOR Howe, Richard D.; And Others
TITLE Salary-Trend Studies of Faculty for the Years 1989-90 and 1992-93 in the Following Academic Disciplines/Major Fields: History...Visual and Performing Arts.
INSTITUTION Appalachian Consortium, Inc., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
PUB DATE 93
NOTE 306p.; For a related document, see HE 026 739.
PUB TYPE Reports - Research/Technical (143)
EDRS PRICE MF01/PC13 Plus Postage.
DESCRIPTORS Academic Rank (Professional); Audiology; *College Faculty; Comparative Analysis; Departments; Higher Education; History; Home Economics; *Intellectual Disciplines; Interdisciplinary Approach; Library Science; Mathematics; Nursing; Philosophy; Physical Sciences; Physics; Political Science; Psychology; Religion; Social Sciences; Sociology; Speech Pathology; Teacher Education; *Teacher Salaries; Theater Arts; Trend Analysis

ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges and universities, based on two surveys of 738 and 485 institutions conducted in 1988-89 and 1992-93 respectively. Data are provided for the following disciplines: History; Home Economics; Library Science; Mathematics; Multi/Interdisciplinary Studies; Nursing (R.N. Training); Philosophy and Religion; Physical Sciences; Physics; Political Science and Government; Protective Services; Psychology; Reading Teacher Education; Social Sciences; Sociology; Special Education; Speech Pathology and Audiology; Teacher Education; and Visual and Performing Arts. A summary of the overall average salary increase between the baseline year of 1988-89 and the trend year, 1992-93, for both public and private institutions is presented for each discipline. Data from institutions participating in both years are compared with each other and with the consumer price index. Average salaries by rank, the faculty mix percentage, and comparisons with other disciplines and between the public and private institutions are also included. The participating institutions are listed. (GLR)

* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *

SALARY-TREND STUDIES OF FACULTY
FOR THE YEARS 1989-90 AND 1992-93
IN THE FOLLOWING
ACADEMIC DISCIPLINES/MAJOR FIELDS:

History; Home Economics; Library Science; Mathematics; Multi/Interdisciplinary Studies; Nursing (R.N. Training); Philosophy and Religion; Physical Sciences; Physics; Political Science and Government; Protective Services; Psychology; Reading Teacher Education; Social Sciences; Sociology; Special Education; Speech Pathology and Audiology; Teacher Education; and Visual and Performing Arts

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)

☒ This document has been reproduced as
received from the person or organization
originating it.
☐ Minor changes have been made to improve
reproduction quality.

☐ Points of view or opinions stated in this docu-
ment do not necessarily represent official
OERI position or policy.

by

Richard D. Howe and Associates
Appalachian State University
Boone, North Carolina 28608

"PERMISSION TO REPRODUCE THIS
MATERIAL HAS BEEN GRANTED BY

Richard D. Howe

TO THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC)."

Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1992-93. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1989-90 and 1992-93 surveys were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines/major fields, 19 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 19 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private participating institutions. Of the 278 public institutions which participated in CUPA's public survey of 1989-90, 188 also participated in the 1992-93 survey. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's private survey of 1989-90, 297 also participated in the 1992-93 survey. Data from those same 297 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 19 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 19 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1989-90 and 1992-93) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 39 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN HISTORY

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including history. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of history in the CIP is as follows:

An instructional program that generally describes the study and interpretation of the past including the gathering, recording, synthesizing and critizing of evidence and theories about past events. Includes instruction in historiography; historical research methods, studies of specific periods, issues and cultures; and applications to areas such as historic preservation, public policy, and records administration.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 146--45.0801).]

This article presents a summary of the overall average salary increases in the discipline/major field of history from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institu-

tions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of history for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professor of history in the 1989-90 public study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of history in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of history with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF	ASSO PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN
DISCIPLINE: SOCIAL SCIENCES					
MAJOR FIELD: HISTORY					
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 46701 976 163	36511 431 137	28818 343 123	27310 101 62	22760 42 30	40266 1792 166
FAC MIX					
PCT: 0.54	0.24	0.19	0.06	0.02	1.00
SALARY					
FACTOR: 0.98	0.95	0.90	0.88	0.94	1.04
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
DISCIPLINE: SOCIAL SCIENCES					
MAJOR FIELD: HISTORY					
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 50861 923 166	39894 404 142	31280 408 126	30505 104 68	25865 46 32	43241 1781 168
FAC MIX					
PCT: 0.52	0.23	0.23	0.06	0.03	1.00
SALARY					
FACTOR: 0.97	0.94	0.88	0.89	0.97	1.01
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
DISCIPLINE: SOCIAL SCIENCES					
MAJOR FIELD: HISTORY					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 45771 541 212	36095 367 166	28329 286 154	28602 69 51	24500 24 22	38341 1218 260
FAC MIX					
PCT: 0.44	0.30	0.23	0.06	0.02	1.00
SALARY					
FACTOR: 0.97	0.97	0.92	0.96	0.99	1.02
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8033	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
DISCIPLINE: SOCIAL SCIENCES					
MAJOR FIELD: HISTORY					
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 52313 551 215	41059 351 161	32386 311 164	30865 46 42	28694 38 26	43484 1251 263
FAC MIX					
PCT: 0.44	0.28	0.25	0.04	0.03	1.00
SALARY					
FACTOR: 0.97	0.97	0.92	0.93	1.03	1.01
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of history was reported in 166 of the 188 public institutions. The average salary of the 1,792 faculty was \$40,266. This average salary was approximately 3.8 percent higher than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of history was reported in 168 of the same 188 public institutions. The average salary of the 1,781 faculty was \$43,241. This average salary was approximately 1.2 percent higher than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of history after three years in the public institutions studied was 7.4 percent (\$43,241 minus \$40,266 equals \$2,975). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 5.5 percent or 1.8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of history (7.4), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.8 percent (10.2% minus 7.4% equals 2.8%) more than faculty in the discipline/major field of history.

The reader may note that the faculty mix percentage in history is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 54 percent vs. 19 percent, and in the 1992-93 study it is 52 percent vs. 23 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public stu-

dies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in history in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.6 percent (101/1792) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5.8 percent (104/1781) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of history was reported in 260 of the 297 private institutions. The average salary of the 1,218 faculty was \$38,341. This average salary was 1.8 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of history was reported in 263 of the same 297 private institutions. The average salary of the 1,251 faculty was \$43,484. This average salary was .7 percent higher than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in history after three years in the private institutions studied was 13.4 percent (\$43,484 minus \$38,341 equals \$5,143). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .5 percent or .17 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.6 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of history (13.4), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by

1.2 percent (14.6% minus 13.4 equals 1.2) more than faculty in history.

In the discipline/major field of history, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 44 percent vs. 23 percent (1989-90), respectively; and 44 percent vs. 25 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in history was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.7 percent (69/1,218) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.7 percent (46/1,251) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of history and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,042 (4.4%) faculty in the discipline/major field of history participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty sala-

ry in the discipline/major field of history in 1989-90 in the public and private studies were 4 percent and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in history in 1992-93 in the public and private studies were 1 percent above and 1 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in history in the public institutions received an average annual salary increase of 1.8 percent below the cost-of-living.

Third, in the discipline/major field of history the professor rank FAC MIX PCTs are significantly higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that the discipline/major field of history in both the public and private studies is an established discipline in academia.

Finally, the hiring rate of new assistant professors in history in both the 1989-90 and 1992-93 public studies was higher than in ALL MAJOR FIELDS. In the private studies the hiring rate was higher than in ALL MAJOR FIELDS in 1989-90 but lower in 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of history is being developed, it is anticipated that articles on this subject will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author George F. Howe is director of support services at Troy State University, Montgomery, Alabama.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Carleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Cornell Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)	Tennessee Technological University (TN)
North Adams State College (MA)	Texas A & M University-Galveston Campus (TX)
Northeast Missouri State University (MO)	Towson State University (MD)
Northeastern Illinois University (IL)	Trenton State College (NJ)
Northern Arizona University (AZ)	University of Akron (OH)
Northern Kentucky University (KY)	University of Alabama-Huntsville (The) (AL)
Northern State University (SD)	University of Alaska Southeast (AK)
Northwestern State University of Louisiana (LA)	University of Central Oklahoma (OK)
Oakland University (MI)	University of Colorado at Denver (CO)
Old Dominion University (VA)	University of Houston-Clear Lake (TX)
Oregon Institute of Technology (OR)	University of Maine at Fort Kent (ME)
Peru State College (NE)	University of Maryland-Baltimore County (MD)
Pittsburg State University (KS)	University of Massachusetts Dartmouth (MA)
Plymouth State College (NH)	University of Massachusetts Lowell (MA)
Portland State University (OR)	University of Minnesota Duluth (MN)
Potsdam College of SUNY (NY)	University of Missouri-St. Louis (MO)
Queens College (CUNY) (NY)	University of Nebraska at Kearney (NE)
Radford University (VA)	University of Nebraska at Omaha (NE)
Ramapo College (NJ)	University of North Carolina-Asheville (NC)
Rhode Island College (RI)	University of North Carolina-Charlotte (NC)
Saginaw Valley State University (MI)	University of North Carolina-Greensboro (NC)
Salem State College (MA)	University of North Carolina-Wilmington (NC)
Salisbury State University (MD)	University of North Texas (TX)
Sam Houston State University (TX)	University of Northern Colorado (CO)
Sangamon State University (IL)	University of Northern Iowa (IA)
Shepherd College (WV)	University of Pittsburgh-Bradford (PA)
Sonoma State University (CA)	University of Pittsburgh-Johnstown (PA)
South Dakota School of Mines and Technology (SD)	University of Puerto Rico-Humacao University College (PR)
Southeast Missouri State University (MO)	University of South Alabama (AL)
Southeastern Louisiana University (LA)	University of South Carolina-Aiken (SC)
Southeastern Oklahoma State University (OK)	University of South Carolina-Coastal Carolina College (SC)
Southern College of Technology (GA)	University of South Carolina- Spartanburg (SC)
Southern Illinois University at Carbondale (IL)	University of Southern Colorado (CO)
Southern Illinois University at Edwardsville (IL)	University of Southern Indiana (IN)
Southern Oregon State College (OR)	University of Southern Mississippi (MS)
Southwest Missouri State University (MO)	University of Tennessee at Chattanooga (TN)
Southwest State University (MN)	University of Tennessee at Martin (The) (TN)
Southwest Texas State University (TX)	University of Texas at San Antonio (TX)
St. Cloud State University (MN)	University of Texas at Tyler (TX)
State University College at Buffalo (NY)	University of the District of Columbia (DC)
State University College-Old Westbury (NY)	University of the Virgin Islands (VI)
State University of New York College- Fredonia (NY)	University of Wisconsin-Eau Claire (WI)
State University of New York-Institute of Technology at Utica/Rome (NY)	University of Wisconsin-La Crosse (WI)
	University of Wisconsin-Parkside (WI)
	University of Wisconsin-Platteville (WI)
	Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findlay (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN HOME ECONOMICS

FOR THE YEARS

1989-90 AND 1992-93

By

Richard D. Howe and Sammie Garner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including home economics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of home economics in the CIP is as follows:

A summary of groups of instructional programs that describe the relationship of the physical, social, emotional, and intellectual environments to the development of individuals, homes and families, and the effects of these factors on society and the workplace.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 103--19.).]

This article presents a summary of the overall average salary increases in the discipline/major field of home economics from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460

institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of home economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of home economics in the 1989-90 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of home economics in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of home economics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN		
<u>PUBLIC, 1989-90:</u>						DISCIPLINE: HOME ECONOMICS											
AVERAGE						MAJOR FIELD: HOME ECONOMICS											
SALARY: 45926 113 43			36991 157 55			30796 212 57			30255 27 21			23730 95 43			34281 577 68		
FAC MIX																	
PCT: 0.20			0.27			0.37			0.05			0.16			1.00		
SALARY																	
FACTOR: 0.96			0.96			0.96			0.98			0.98			0.88		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY: 47675 14459			38628 11578			31938 12067			30892 2249			24285 3029			38789 41133 188		
FAC MIX																	
PCT: 0.35			0.28			0.29			0.05			0.07			1.00		
<u>PUBLIC, 1992-93:</u>						DISCIPLINE: HOME ECONOMICS											
AVERAGE						MAJOR FIELD: HOME ECONOMICS											
SALARY: 51560 95 43			40744 158 46			34477 202 51			33490 18 16			26619 71 37			38384 526 59		
FAC MIX																	
PCT: 0.18			0.30			0.38			0.03			0.13			1.00		
SALARY																	
FACTOR: 0.98			0.96			0.97			0.98			1.00			0.90		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY: 52457 14885			42528 12077			35529 12869			34198 1862			26557 3029			42746 42860 188		
FAC MIX																	
PCT: 0.35			0.28			0.30			0.04			0.07			1.00		

<u>PRIVATE, 1989-90:</u>						DISCIPLINE: HOME ECONOMICS											
AVERAGE						MAJOR FIELD: HOME ECONOMICS											
SALARY: 37292 16 12			32074 37 25			28058 60 28			30000 6 4			22636 14 12			29793 127 38		
FAC MIX																	
PCT: 0.13			0.29			0.47			0.05			0.11			1.00		
SALARY																	
FACTOR: 0.79			0.87			0.91			1.00			0.92			0.79		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY: 47390 8138			37041 8025			30809 8093			29894 1382			24640 1447			37657 25703 297		
FAC MIX																	
PCT: 0.32			0.31			0.31			0.05			0.06			1.00		
<u>PRIVATE, 1992-93:</u>						DISCIPLINE: HOME ECONOMICS											
AVERAGE						MAJOR FIELD: HOME ECONOMICS											
SALARY: 39944 12 10			36493 33 22			32511 57 26			34419 7 4			25965 5 4			34267 107 32		
FAC MIX																	
PCT: 0.11			0.31			0.53			0.07			0.05			1.00		
SALARY																	
FACTOR: 0.74			0.86			0.92			1.03			0.93			0.79		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY: 54149 8627			42539 8327			35164 8585			33342 1122			27900 1349			43175 26888 297		
FAC MIX																	
PCT: 0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 68 of the 188 public institutions. The average salary of the 577 faculty was \$34,281. This average salary was approximately 13.2 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of home economics was reported in 59 of the same 188 public institutions. The average salary of the 526 faculty was \$38,384. This average salary was approximately 11.4 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of home economics after three years in the public institutions studied was 12 percent (\$38,384 minus \$34,281 equals \$4,103). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in home economics average faculty salaries over the three-year period by .9 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of home economics (12%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent (12% minus 10.2% equals 1.8%) less than faculty in the discipline/major field of home economics.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 20 percent vs. 37 percent, and in the 1992-93 study it is 18 percent vs. 38 percent, respectively. The differences in faculty mix percentage at the

ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in home economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.7 percent (27/577) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.4 percent (18/526) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 38 of the 297 private institutions. The average salary of the 127 faculty was \$29,793. This average salary was 26.4 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of home economics was reported in 32 of the same 297 private institutions. The average salary of the 107 faculty was \$34,267. This average salary was 26 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in home economics after three years in the private institutions studied was 15 percent (\$34,267 minus \$29,793 equals \$4,474). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.1 percent or .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus

\$37,657 equals \$5,518). In comparison to the discipline/major field of home economics (15%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (15% minus 14.7% equals .3%) less than faculty in home economics.

In the discipline/major field of home economics, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 13 percent vs. 47 percent (1989-90), respectively; and 11 percent vs. 53 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in home economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (6/127) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 6.5 percent (7/107) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of home economics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,337 (1%) faculty in the discipline/major field of home economics participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States parti-

cipated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of home economics in 1989-90 in the public and private studies were some 12 percent and 21 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of home economics in 1992-93 in the public and private studies were 10 percent and 21 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in home economics in the public institutions received an average annual salary increase of .3 percent below the cost-of-living. In the private institutions the annual average salary increase was .7 percent above the cost-of-living.

Third, in the discipline/major field of home economics the professor rank FAC MIX PCTs are significantly lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in home economics in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the private studies the hiring rate was lower in the 1989-90 study but higher in the 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of home economics is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Sammie Garner is chairperson and an associate professor of home economics Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
Edinboro State University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University - Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (TN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (IA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findley (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN LIBRARY SCIENCE

FOR THE YEARS

1989-90 AND 1992-93

By

Richard D. Howe and Linda Veltze

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including library science. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of library science in the CIP is as follows:

A summary of groups of instructional programs that describe the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 113--25.).]

This article presents a summary of the overall average salary increases in the discipline/major field of library science from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460

institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of library science faculty in both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of library science in the 1989-90 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of library science in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of library science with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF	ASST PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES MAJOR FIELD: LIBRARY SCIENCE					
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 45126 60 26	36687 89 36	38908 142 34	24360 12 9	24094 30 12	33686 321 45
FAC MIX					
PCT: 0.19	0.28	0.44	0.04	0.09	1.00
SALARY					
FACTOR: 0.95	0.95	0.91	0.79	0.99	0.87
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES MAJOR FIELD: LIBRARY SCIENCE					
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 50892 43 20	41426 86 29	32797 104 26	27905 7 6	25710 30 12	37768 263 33
FAC MIX					
PCT: 0.16	0.33	0.40	0.03	0.11	1.00
SALARY					
FACTOR: 0.97	0.97	0.92	0.82	0.97	0.88
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES MAJOR FIELD: LIBRARY SCIENCE					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 41320 12 11	31904 54 23	28015 48 22	25047 7 7	29179 20 12	30947 134 34
FAC MIX					
PCT: 0.09	0.40	0.36	0.05	0.15	1.00
SALARY					
FACTOR: 0.87	0.86	0.91	0.84	1.18	0.82
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES MAJOR FIELD: LIBRARY SCIENCE					
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 62585 9 6	40480 41 17	30948 55 23	26627 7 5	23878 11 8	36101 116 24
FAC MIX					
PCT: 0.08	0.35	0.47	0.06	0.09	1.00
SALARY					
FACTOR: 1.16	0.95	0.88	0.80	0.86	0.84
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of library science was reported in 45 of the 188 public institutions. The average salary of the 321 faculty was \$33,686. This average salary was approximately 15.1 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of library science was reported in 33 of the same 188 public institutions. The average salary of the 263 faculty was \$37,768. This average salary was approximately 13.2 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of library science after three years in the public institutions studied was 12.1 percent (\$37,768 minus \$33,686 equals \$4,082). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in library science average faculty salaries over the three-year period by .8 percent or an average of .27 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of library science (12.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.9 percent (12.1% minus 10.2% equals 1.9%) less than faculty in the discipline/major field of library science.

The reader may note that the faculty mix percentage in library science is significantly lower at the professor rank than at the assistant professor rank in the 1989-90 study: 19 percent vs. 44 percent, and in the 1992-93 study it is

16 percent va. 40 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in library science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.7 percent (12/321) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2.7 percent (7/263) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of library science was reported in 34 of the 297 private institutions. The average salary of the 134 faculty was \$30,947. This average salary was 21.7 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of library science was reported in 24 of the same 297 private institutions. The average salary of the 116 faculty was \$36,101. This average salary was 19.6 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in library science after three years in the private institutions studied was 16.7 percent (\$36,101 minus \$30,947 equals \$5,154). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.8 percent or 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of library science (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2 percent (16.7% minus 14.7% equals 2%) less than faculty in library science.

In the discipline/major field of library science, the reader may note that the faculty mix percentage is significantly lower at the professor rank in comparison to the assistant professor rank in both studies: 9 percent vs. 36 percent (1989-90), respectively; and 8 percent vs. 47 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in library science was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.2 percent (7/134) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 6 percent (7/116) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of library science and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 834 (.6%) faculty in the discipline/major field of library science participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public insti-

tutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of library science in 1989-90 in the public and private studies were some 13 percent and 18 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in library science in 1992-93 in the public and private studies were 12 percent and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in library science in the public institutions received an average annual salary increase of .27 below the cost-of-living. In the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in the discipline/major field of library science the professor rank FAC MIX PCTs are significantly lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in library science in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the 1989-90 private study it was also lower but in the 1992-93 private study, it was higher.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of library science is being developed, it is anticipated that this research will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Linda Veltze is an assistant professor of library science at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Ann Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)	Madonna University (MI)
Faith Baptist Bible College & Theological Seminary (IA)	Malone College (OH)
Ferrum College (VA)	Manhattan Christian College (KS)
Franciscan University of Steubenville (OH)	Manhattan College (NY)
Franklin and Marshall College (PA)	Marian College of Fond du Lac (WI)
Franklin College (IN)	Marietta College (OH)
Franklin Pierce College (NH)	Marist College (NY)
Furman University (SC)	Mars Hill College (NC)
George Washington University (DC)	Mary Baldwin College (VA)
Georgetown College (KY)	Marymount College Tarrytown (NY)
Georgetown University (DC)	Maryville University of St. Louis (MO)
Georgian Court College (NJ)	Marywood College (PA)
Gonzaga University (WA)	Mercer University (GA)
Gordon College (MA)	Mercy College (NY)
Goshen College (IN)	Meredith College (NC)
Grinnell College (IA)	Merrimack College (MA)
Guilford College (NC)	Milligan College (TN)
GMI Engineering & Management Institute (MI)	Millikin University (IL)
Hampton University (VA)	Mills College (CA)
Hastings College (NE)	Moravian College (PA)
Hebrew College (MA)	Morris Brown College (GA)
Heidelberg College (OH)	Mount Mercy College (IA)
Hiram College (OH)	Mount Saint Mary's College (MD)
Hofstra University (NY)	Mount St. Clare College (IA)
Holy Family College (PA)	Mount Union College (OH)
Holy Names College (CA)	Muhlenberg College (PA)
Iona College (NY)	Muskingum College (OH)
John Carroll University (OH)	Neumann College (PA)
Judson College (AL)	New Hampshire College (NH)
Juniata College (PA)	North Central College (IL)
Kalamazoo College (MI)	Northeastern University (MA)
Kenyon College (OH)	Northland College (WI)
King's College (PA)	Northwestern College (IA)
La Roche College (PA)	Northwestern College (MN)
La Salle University (PA)	Norwich University (VT)
Lake Forest College (IL)	Notre Dame College (NH)
Lakeland College (WI)	Notre Dame College of Ohio (OH)
Lebanon Valley College of Pennsylvania (PA)	Ohio Northern University (OH)
Lenoir-Rhyne College (NC)	Ottawa University (KS)
LeTourneau University (TX)	Otterbein College (OH)
Lewis and Clark College (OR)	Ouachita Baptist University (AR)
Lincoln Memorial University (TN)	Our Lady of Holy Cross College (LA)
Lindsey Wilson College (KY)	Palm Beach Atlantic College (FL)
Linfield College (OR)	Pepperdine University (CA)
Loras College (IA)	Philadelphia College of Textiles and Science (PA)
Louisiana College (LA)	Piedmont College (GA)
Loyola College in Maryland (MD)	Pikeville College (KY)
Loyola University, New Orleans (LA)	Point Park College (PA)
Luther College (IA)	Presbyterian College (SC)
Lycoming College (PA)	Principia College (IL)
Lynchburg College (VA)	Quincy College (IL)
	Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findlay (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN MATHEMATICS

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Lee Tarrant

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including mathematics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of mathematics in the CIP is as follows:

A summary of groups of instructional programs that describe the systematic study of logical symbolic language and its applications.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 119--27.).]

This article presents a summary of the overall average salary increases in the discipline/major field of mathematics from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institu-

tions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of mathematics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of mathematics in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of mathematics in the 1989-90 public study means that their average salary is the same, as the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of mathematics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF	ASSO PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN
DISCIPLINE: MATHEMATICS MAJOR FIELD: MATHEMATICS					
<u>PUBLIC, 1989-90:</u>					
AVERAGE					
SALARY: 47872 958 171	38820 874 164	31860 835 169	30920 151 84	22849 345 110	37940 3012 183
FAC MIX					
PCT: 0.32	0.29	0.28	0.05	0.11	1.00
SALARY					
FACTOR: 1.00	1.00	1.00	1.00	0.94	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
<u>PUBLIC, 1992-93:</u>					
AVERAGE					
SALARY: 52729 1018 169	42246 854 169	34918 858 169	33237 122 76	25506 324 91	41905 3054 181
FAC MIX					
PCT: 0.33	0.28	0.28	0.04	0.11	1.00
SALARY					
FACTOR: 1.01	0.99	0.98	0.97	0.96	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00

DISCIPLINE: MATHEMATICS MAJOR FIELD: MATHEMATICS					
<u>PRIVATE, 1989-90:</u>					
AVERAGE					
SALARY: 47607 496 189	36961 530 206	30312 521 209	30947 79 56	23482 144 97	36887 1691 281
FAC MIX					
PCT: 0.29	0.31	0.31	0.05	0.09	1.00
SALARY					
FACTOR: 1.00	1.00	0.98	1.04	0.95	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
<u>PRIVATE, 1992-93:</u>					
AVERAGE					
SALARY: 53732 533 189	41854 557 214	34599 525 230	32419 76 67	26554 124 77	42213 1739 287
FAC MIX					
PCT: 0.31	0.32	0.30	0.04	0.07	1.00
SALARY					
FACTOR: 0.99	0.98	0.98	0.97	0.95	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 183 of the 188 public institutions. The average salary of the 3,012 faculty was \$37,940. This average salary was approximately 2.2 percent below than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of mathematics was reported in 181 of the same 188 public institutions. The average salary of the 3,054 faculty was \$41,905. This average salary was approximately 2 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of mathematics after three years in the public institutions studied was 10.5 percent ($\$41,905$ minus $\$37,940$ equals $\$3,965$). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in mathematics average faculty salaries over the three-year period by 2.4 percent or an average of .8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($\$42,746$ minus $\$38,789$ equals $\$3,957$). In comparison to the discipline/major field of mathematics (10.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .3 percent (10.5% minus 10.2% equals .3%) less than faculty in the discipline/major field of mathematics.

The reader may note that the faculty mix percentage in mathematics is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 32 percent vs. 28 percent, and in the 1992-93 study it is also higher: 33 percent vs. 28 percent, respectively. The differences in faculty mix per-

centage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in mathematics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5 percent (151/3,012) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 4 percent (122/3,054) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 281 of the 297 private institutions. The average salary of the 1,691 faculty was \$36,887. This average salary was 2.1 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of mathematics was reported in 287 of the same 297 private institutions. The average salary of the 1,739 faculty was \$42,213. This average salary was 2.3 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in mathematics after three years in the private institutions studied was 14.4 percent (\$42,213 minus \$36,887 equals \$5,326). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of mathema-

tics (14.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (14.7% minus 14.4% equals .3%) more than faculty in mathematics.

In the discipline/major field of mathematics, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in the 1989-90 study: 29 percent vs. 31 percent, respectively; and higher in the 1992-93 study: 31 percent vs. 30 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in mathematics was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (79/1,691) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 4.4 percent (76/1,739) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of mathematics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,496 (7%) faculty in the discipline/major field of mathematics participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of mathematics in 1989-90 in the public and private studies were 2 percent below and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of mathematics in 1992-93 in the public and private studies were 2 below percent and 2 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in mathematics in the public institution received an average annual salary increase of .8 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in the discipline/major field of mathematics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies. In the private studies the professor rank FAC MIX PCTs are lower at the professor rank in the 1989-90 study and higher in the 1992-93 study.

Finally, the hiring rate of new assistant professors in mathematics in the 1989-90 and 1992-93 public studies are lower than in ALL MAJOR FIELDS. In the 1989-90 private study the hiring rate of new assistant professors was lower but in the 1992-93 study it was higher.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of mathematics is being developed, it is anticipated that articles on this subject will become more valuable and useful for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Lee Tarrant is Assistant Director of Institutional Research at Oklahoma State University, Stillwater, Oklahoma.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findlay (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN MULTI/INTERDISCIPLINARY STUDIES
FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Harry Williams

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including multi/interdisciplinary studies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/-major field of multi/interdisciplinary studies in the CIP is as follows:

A summary of groups of instructional programs, the components of which derive from two or more separate instructional programs.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 121--30).]

This article presents a summary of the overall average salary increases in the discipline/major field of multi/interdisciplinary studies from the "base-line year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend

year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of multi/interdisciplinary studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of multi/interdisciplinary studies in the 1989-90 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of multi/interdisciplinary studies in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of multi/interdisciplinary studies with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90:																	
DISCIPLINE: MULIT/INTERDISCIPLINARY STUDIES																	
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																	
AVERAGE																	
SALARY:	45105	66 25	37001	88 17		29214	112 19		28173	18 7		24993	22 7		34912	288 30	
FAC MIX																	
PCT:	0.23		0.31			0.39			0.06			0.08			1.00		
SALARY																	
FACTOR:	0.95		0.96			0.91			0.91			1.03			0.90		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47675	14459	38628	11578		31938	12067		30892	2249		24285	3029		38789	41133 188	
FAC MIX																	
PCT:	0.35		0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93:																	
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES																	
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																	
AVERAGE																	
SALARY:	54270	86 24	40309	85 17		32334	115 14		33743	10 5		26453	27 7		40019	313 27	
FAC MIX																	
PCT:	0.27		0.27			0.37			0.03			0.09			1.00		
SALARY																	
FACTOR:	1.03		0.95			0.91			0.99			1.00			0.94		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	52457	14885	42528	12077		35529	12869		34198	1862		26557	3029		42746	42860 188	
FAC MIX																	
PCT:	0.35		0.28			0.30			0.04			0.07			1.00		
PRIVATE, 1989-90:																	
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES																	
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																	
AVERAGE																	
SALARY:	45419	56 20	35146	39 15		29602	39 20		30500	2 2		23329	9 9		36913	143 32	
FAC MIX																	
PCT:	0.39		0.27			0.27			0.01			0.06			1.00		
SALARY																	
FACTOR:	0.96		0.95			0.96			1.02			0.95			0.98		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47390	8138	37041	8025		30809	8093		29894	1382		24640	1447		37657	25703 297	
FAC MIX																	
PCT:	0.32		0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93:																	
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES																	
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																	
AVERAGE																	
SALARY:	53161	47 16	40006	24 10		32477	42 13		34062	5 3		30405	13 5		41412	126 26	
FAC MIX																	
PCT:	0.37		0.19			0.33			0.04			0.10			1.00		
SALARY																	
FACTOR:	0.98		0.94			0.92			1.02			1.09			0.96		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	54149	8627	42539	8327		35164	8585		33342	1122		27900	1349		43175	26888 297	
FAC MIX																	
PCT:	0.32		0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 30 of the 188 public institutions. The average salary of the 288 faculty was \$34,912. This average salary was approximately 11.1 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of multi/interdisciplinary studies was reported in 27 of the same 188 public institutions. The average salary of the 313 faculty was \$40,019. This average salary was approximately 7 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of multi/interdisciplinary studies after three years in the public institutions studied was 14.6 percent (\$40,019 minus \$34,912 equals \$5,107). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.7 percent or .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of multi/interdisciplinary studies (14.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.4 percent (14.6% minus 10.2% equals 4.4%) less than faculty in the discipline/major field of multi/interdisciplinary studies.

The reader may note that the faculty mix percentage in multi/interdisciplinary studies is lower at the professor rank than at the assistant professor

rank in the 1989-90 study: 23 percent vs. 39 percent, and in the 1992-93 study it is 27 percent vs. 37 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 6.3 percent (18/288) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.2 percent (10/313) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 32 of the 297 private institutions. The average salary of the 143 faculty was \$36,913. This average salary was 2 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of multi/interdisciplinary studies was reported in 26 of the same 297 private institutions. The average salary of the 126 faculty was \$41,412. This average salary was 4.3 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in multi/interdisciplinary studies after three years in the private institutions studied was 12.2 percent (\$41,412 minus \$36,913 equals \$4,499). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period, is .7 percent or .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of multi/-interdisciplinary studies (12.2), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (14.7% minus 12.2 equals 2.5) more than faculty in multi/interdisciplinary studies.

In the discipline/major field of multi/interdisciplinary studies, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 39 percent vs. 27 percent (1989-90), respectively; and 37 percent vs. 33 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in multi/interdisciplinary studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 1.4 percent (2/143) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 4 percent (5/126) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of multi-interdisciplinary studies and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 870 (.6%) faculty in the discipline/major field of multi/interdisciplin-

ary studies participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of multi/interdisciplinary studies in 1989-90 in the public and private studies were 10 percent and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in multi/interdisciplinary studies in 1992-93 in the public and private studies were 6 percent and 4 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in multi/interdisciplinary studies in the public institutions received an average annual salary increase of .6 percent above the cost-of-living. In the private institutions the annual average salary increase was .2 percent below the cost-of-living.

Third, in the discipline/major field of multi/interdisciplinary studies the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and higher in the 1989-90 and 1992-93 private studies.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies in the 1989-90 public was higher than in ALL MAJOR FIELDS but lower in the 1992-93 public study. In the private studies of 1989-90 and 1992-93 the hiring rate was lower in comparison to ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of multi/interdisciplinary studies

is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Harry Williams is an assistant director of admissions at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 29

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findley (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN NURSING

FOR THE YEARS

1989-90 AND 1992-93

By

Richard D. Howe and Fredel Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including nursing. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of nursing in the CIP is as follows:

An instructional program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists, and planning education for health maintenance.

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 179-180--51.1601).]

This article presents a summary of the overall average salary increases in the discipline/major field of nursing from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of nursing for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professor of nursing in the 1989-90 public study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of nursing in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of nursing with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: HEALTH PROFESSIONS & RELATED																	
MAJOR FIELD: NURSING																	
PUBLIC, 1989-90:																	
AVERAGE																	
SALARY:	47407	144 68	36566	428 103	30194	951 115	29270	90 55	25348	286 75	32305	1809 120					
FAC MIX																	
PCT:	0.08		0.24		0.53		0.05		0.16		1.00						
SALARY																	
FACTOR:	0.99		0.95		0.95		0.95		1.04		0.83						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47675	14459	38628	11578	31938	12067	30892	2249	24285	3029	38789	41133 188					
FAC MIX																	
PCT:	0.35		0.28		0.29		0.05		0.07		1.00						
DISCIPLINE: HEALTH PROFESSIONS & RELATED																	
MAJOR FIELD: NURSING																	
PUBLIC, 1992-93:																	
AVERAGE																	
SALARY:	50262	151 68	40230	472 103	33613	900 111	31152	92 49	28365	252 65	36043	1775 116					
FAC MIX																	
PCT:	0.09		0.27		0.51		0.05		0.14		1.00						
SALARY																	
FACTOR:	0.96		0.95		0.95		0.91		1.07		0.84						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	52457	14885	42528	12077	35529	12869	34198	1862	26557	3029	42746	42860 188					
FAC MIX																	
PCT:	0.35		0.28		0.30		0.04		0.07		1.00						
DISCIPLINE: HEALTH PROFESSIONS & RELATED																	
MAJOR FIELD: NURSING																	
PRIVATE, 1989-90:																	
AVERAGE																	
SALARY:	41294	116 59	32563	266 81	27674	524 101	27078	54 38	23692	158 58	29790	1064 107					
FAC MIX																	
PCT:	0.11		0.25		0.49		0.05		0.15		1.00						
SALARY																	
FACTOR:	0.87		0.88		0.90		0.91		0.96		0.79						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47390	8138	37041	8025	30809	8093	29894	1382	24640	1447	37657	25703 297					
FAC MIX																	
PCT:	0.32		0.31		0.31		0.05		0.06		1.00						
DISCIPLINE: HEALTH PROFESSIONS & RELATED																	
MAJOR FIELD: NURSING																	
PRIVATE, 1992-93:																	
AVERAGE																	
SALARY:	46754	107 61	37834	329 86	32423	539 103	31760	67 35	28265	183 58	34627	1158 111					
FAC MIX																	
PCT:	0.09		0.28		0.47		0.06		0.16		1.00						
SALARY																	
FACTOR:	0.86		0.89		0.92		0.95		1.01		0.80						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	54149	8627	42539	8327	35164	8585	33342	1122	27900	1349	43175	26888 297					
FAC MIX																	
PCT:	0.32		0.31		0.32		0.04		0.05		1.00						

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 120 of the 188 public institutions. The average salary of the 1,809 faculty was \$32,305. This average salary was approximately 20.1 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of nursing was reported in 116 of the same 188 public institutions. The average salary of the 1,775 faculty was \$36,043. This average salary was approximately 18.6 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of nursing after three years in the public institutions studied was 11.6 percent (\$36,043 minus \$32,305 equals \$3,738). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.3 percent or .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of nursing (11.6), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent (11.6% minus 10.2% equals 1.4%) less than faculty in the discipline/major field of nursing.

The reader may note that the faculty mix percentage in nursing is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 8 percent vs. 53 percent, and in the 1992-93 study it is 9 percent vs. 51 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies

are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in nursing in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5 percent (90/1,809) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5.2 percent (92/1,775) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 107 of the 297 private institutions. The average salary of the 1,064 faculty was \$29,790. This average salary was 26.4 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of nursing was reported in 111 of the same 297 private institutions. The average salary of the 1,158 faculty was \$34,627. This average salary was 24.7 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in nursing after three years in the private institutions studied was 16.2 percent (\$34,627 minus \$29,790 equals \$4,837). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.3 percent or 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of nursing (16.2), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by

1.5 percent (16.2% minus 14.7% equals 1.5%) less than faculty in nursing.

In the discipline/major field of nursing, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank for both the 1989-90 and 1992-93 studies: 11 percent vs. 49 percent, respectively; and 9 percent vs. 47 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in nursing was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.1 percent (54/1,064) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 5.8 percent (67/1158) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of nursing and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,806 (4.3%) faculty in the discipline/major field of nursing participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty sala-

ry in the discipline/major field of nursing in 1989-90 in the public and private studies were 17 percent and 21 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of nursing in 1992-93 in the public and private studies were 16 percent and 20 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in the discipline/major field of nursing in the public institutions received an average annual salary increase of .4 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.1 percent above the cost-of-living.

Third, in the discipline/major field of nursing the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that nursing, in both the public and private studies, is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in nursing in the 1989-90 public study was lower than the hiring rate in ALL MAJOR FIELDS, however, it was higher in the 1992-93 public study. In the 1989-90 private study the hiring rate was also lower than the hiring rate in ALL MAJOR FIELDS and higher in the 1992-93 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of nursing is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Fredel Reighard is director of the nursing education options program at Caldwell Community College and Technical Institute in Hudson, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)	Tennessee Technological University (TN)
North Adams State College (MA)	Texas A & M University-Galveston Campus (TX)
Northeast Missouri State University (MO)	Towson State University (MD)
Northeastern Illinois University (IL)	Trenton State College (NJ)
Northern Arizona University (AZ)	University of Akron (OH)
Northern Kentucky University (KY)	University of Alabama-Huntsville (The) (AL)
Northern State University (SD)	University of Alaska Southeast (AK)
Northwestern State University of Louisiana (LA)	University of Central Oklahoma (OK)
Oakland University (MI)	University of Colorado at Denver (CO)
Old Dominion University (VA)	University of Houston-Clear Lake (TX)
Oregon Institute of Technology (OR)	University of Maine at Fort Kent (ME)
Peru State College (NE)	University of Maryland-Baltimore County (MD)
Pittsburg State University (KS)	University of Massachusetts Dartmouth (MA)
Plymouth State College (NH)	University of Massachusetts Lowell (MA)
Portland State University (OR)	University of Minnesota Duluth (MN)
Potsdam College of SUNY (NY)	University of Missouri-St. Louis (MO)
Queens College (CUNY) (NY)	University of Nebraska at Kearney (NE)
Radford University (VA)	University of Nebraska at Omaha (NE)
Ramapo College (NJ)	University of North Carolina-Asheville (NC)
Rhode Island College (RI)	University of North Carolina-Charlotte (NC)
Saginaw Valley State University (MI)	University of North Carolina-Greensboro (NC)
Salem State College (MA)	University of North Carolina-Wilmington (NC)
Salisbury State University (MD)	University of North Texas (TX)
Sam Houston State University (TX)	University of Northern Colorado (CO)
Sangamon State University (IL)	University of Northern Iowa (IA)
Shepherd College (WV)	University of Pittsburgh-Bradford (PA)
Sonoma State University (CA)	University of Pittsburgh-Johnstown (PA)
South Dakota School of Mines and Technology (SD)	University of Puerto Rico-Humacao University College (PR)
Southeast Missouri State University (MO)	University of South Alabama (AL)
Southeastern Louisiana University (LA)	University of South Carolina-Aiken (SC)
Southeastern Oklahoma State University (OK)	University of South Carolina-Coastal Carolina College (SC)
Southern College of Technology (GA)	University of South Carolina- Spartanburg (SC)
Southern Illinois University at Carbondale (IL)	University of Southern Colorado (CO)
Southern Illinois University at Edwardsville (IL)	University of Southern Indiana (IN)
Southern Oregon State College (OR)	University of Southern Mississippi (MS)
Southwest Missouri State University (MO)	University of Tennessee at Chattanooga (TN)
Southwest State University (MN)	University of Tennessee at Martin (The) (TN)
Southwest Texas State University (TX)	University of Texas at San Antonio (TX)
St. Cloud State University (MN)	University of Texas at Tyler (TX)
State University College at Buffalo (NY)	University of the District of Columbia (DC)
State University College-Old Westbury (NY)	University of the Virgin Islands (VI)
State University of New York College- Fredonia (NY)	University of Wisconsin-Eau Claire (WI)
State University of New York-Institute of Technology at Utica/Rome (NY)	University of Wisconsin-La Crosse (WI)
	University of Wisconsin-Parkside (WI)
	University of Wisconsin-Platteville (WI)
	Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)	Madonna University (MI)
Faith Baptist Bible College & Theological Seminary (IA)	Malone College (OH)
Ferrum College (VA)	Manhattan Christian College (KS)
Franciscan University of Steubenville (OH)	Manhattan College (NY)
Franklin and Marshall College (PA)	Marian College of Fond du Lac (WI)
Franklin College (IN)	Marietta College (OH)
Franklin Pierce College (NH)	Marist College (NY)
Furman University (SC)	Mars Hill College (NC)
George Washington University (DC)	Mary Baldwin College (VA)
Georgetown College (KY)	Marymount College Tarrytown (NY)
Georgetown University (DC)	Maryville University of St. Louis (MO)
Georgian Court College (NJ)	Marywood College (PA)
Gonzaga University (WA)	Mercer University (GA)
Gordon College (MA)	Mercy College (NY)
Goshen College (IN)	Meredith College (NC)
Grinnell College (IA)	Herrimack College (MA)
Guilford College (NC)	Hilligan College (TN)
GHI Engineering & Management Institute (MI)	Millikin University (IL)
Hampton University (VA)	Mills College (CA)
Hastings College (NE)	Moravian College (PA)
Hebrew College (MA)	Morris Brown College (GA)
Heidelberg College (OH)	Mount Mercy College (IA)
Hiram College (OH)	Mount Saint Mary's College (MD)
Hofstra University (NY)	Mount St. Clare College (IA)
Holy Family College (PA)	Mount Union College (OH)
Holy Names College (CA)	Muhlenberg College (PA)
Iona College (NY)	Muskingum College (OH)
John Carroll University (OH)	Neumann College (PA)
Judson College (AL)	New Hampshire College (NH)
Juniata College (PA)	North Central College (IL)
Kalamazoo College (MI)	Northeastern University (MA)
Kenyon College (OH)	Northland College (WI)
King's College (PA)	Northwestern College (IA)
La Roche College (PA)	Northwestern College (MN)
La Salle University (PA)	Norwich University (VT)
Lake Forest College (IL)	Notre Dame College (NH)
Lakeland College (WI)	Notre Dame College of Ohio (OH)
Lebanon Valley College of Pennsylvania (PA)	Ohio Northern University (OH)
Lenoir-Rhyne College (NC)	Ottawa University (KS)
LeTourneau University (TX)	Otterbein College (OH)
Lewis and Clark College (OR)	Ouachita Baptist University (AR)
Lincoln Memorial University (TN)	Our Lady of Holy Cross College (LA)
Lindsey Wilson College (KY)	Palm Beach Atlantic College (FL)
Linfield College (OR)	Pepperdine University (CA)
Loras College (IA)	Philadelphia College of Textiles and Science (PA)
Louisiana College (LA)	Piedmont College (GA)
Loyola College in Maryland (MD)	Pikeville College (KY)
Loyola University, New Orleans (LA)	Point Park College (PA)
Luther College (IA)	Presbyterian College (SC)
Lycoming College (PA)	Principia College (IL)
Lynchburg College (VA)	Quincy College (IL)
	Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Collèges; Russell Sage Collège (NY)
Reed Collège (OR)	The University of Charleston (WV)
Regis Collège (MA)	The University of Findley (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes Collège (TN)	Thomas More Collège (KY)
Rider Collège (NJ)	Transylvania University (KY)
Rivier Collège (NH)	Trinity Collège (DC)
Roanoke Collège (VA)	Trinity Collège of Vermont (VT)
Rockford Collège (IL)	Tufts University (MA)
Rockhurst Collège (MO)	Tusculum Collège (TN)
Rollins Collège (FL)	Union Collège (NE)
Rosary Collège (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis Collège (PA)	University of Dubuque (IA)
Saint Joseph Collège (CT)	University of Evansville (IN)
Saint Joseph's Collège (IN)	University of La Verne (CA)
Saint Mary's Collège (MI)	University of Miami (FL)
Saint Mary's Collège of California (CA)	University of New England (ME)
Saint Mary's Collège of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad Collège (IN)	University of Portland (OR)
Saint Michael's Collège (VT)	University of Richmond (VA)
Salem Collège (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica Collège of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont Collège (VA)
Seton Hill Collège (PA)	Viterbo Collège (WI)
Shorter Collège (GA)	Walsh Collège (OH)
Simpson Collège (IA)	Washington and Jefferson Collège (PA)
Skidmore Collège (NY)	Washington Collège (MA)
Southern California Collège (CA)	Waynesburg Collège (PA)
Southern Collège of Seventh-Day Adventists (TN)	Western Baptist Collège (OR)
Southwestern Assemblies of God Collège (TX)	Western Maryland Collège (MD)
Spaulding University (KY)	Western New England Collège (MA)
St. Ambrose University (IA)	Westminster Collège (PA)
St. Edward's University (TX)	Westminster Collège of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit Collège, Inc. (WV)
St. Mary's University (TX)	Whitman Collège (WA)
St. Norbert Collège (WI)	Widener University (PA)
Stillman Collège (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell Collège (MO)
Susquehanna University (PA)	William Penn Collège (IA)
Tabor Collège (KS)	Wilmington Collège (OH)
Taylor University (IN)	Wingate Collège (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The Collège of Saint Rose (NY)	
The Defiance Collège (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

BEST COPY AVAILABLE

SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Jesse Taylor, Jr.

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including philosophy and religion. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of philosophy and religion in the CIP is as follows:

A summary of groups of instructional programs that describe the study of modes, methods and types of logical inquiry; and the study of organized systems of belief and related practices.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 127--38.).]

This article presents a summary of the overall average salary increases in the discipline/major field of philosophy and religion from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same

188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of philosophy and religion for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of philosophy and religion in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of philosophy and religion in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of philosophy and religion with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF	ASSO PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR		ALL RANKS	
SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN
DISCIPLINE: PHILOSOPHY AND RELIGION							
MAJOR FIELD: PHILOSOPHY AND RELIGION							
<u>PUBLIC, 1989-90:</u>							
AVERAGE							
SALARY: 47485 324 107	36767 209 89	29858 153 80	27709 27 21	24683 24 22	39761 710 137		
FAC MIX							
PCT: 0.46	0.29	0.22	0.04	0.03	1.00		
SALARY							
FACTOR: 1.00	0.95	0.93	0.90	1.02	1.03		
ALL MAJOR FIELDS							
AVERAGE							
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188		
FAC MIX							
PCT: 0.35	0.28	0.29	0.05	0.07	1.00		
DISCIPLINE: PHILOSOPHY AND RELIGION							
MAJOR FIELD: PHILOSOPHY AND RELIGION							
<u>PUBLIC, 1992-93:</u>							
AVERAGE							
SALARY: 51682 323 109	39397 231 99	32436 168 92	31761 31 28	25176 22 17	42468 764 134		
FAC MIX							
PCT: 0.42	0.30	0.25	0.04	0.03	1.00		
SALARY							
FACTOR: 0.99	0.93	0.91	0.93	0.95	0.99		
ALL MAJOR FIELDS							
AVERAGE							
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188		
FAC MIX							
PCT: 0.35	0.28	0.30	0.04	0.07	1.00		
DISCIPLINE: PHILOSOPHY AND RELIGION							
MAJOR FIELD: PHILOSOPHY AND RELIGION							
<u>PRIVATE, 1989-90:</u>							
AVERAGE							
SALARY: 43106 554 214	34448 384 184	27888 380 168	26242 73 61	23765 43 33	35803 1361 265		
FAC MIX							
PCT: 0.41	0.28	0.28	0.05	0.03	1.00		
SALARY							
FACTOR: 0.91	0.93	0.91	0.89	0.96	0.95		
ALL MAJOR FIELDS							
AVERAGE							
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297		
FAC MIX							
PCT: 0.32	0.31	0.31	0.05	0.06	1.00		
DISCIPLINE: PHILOSOPHY AND RELIGION							
MAJOR FIELD: PHILOSOPHY AND RELIGION							
<u>PRIVATE, 1992-93:</u>							
AVERAGE							
SALARY: 50656 566 217	39831 416 171	31989 412 184	29894 63 52	26428 39 35	41487 1433 264		
FAC MIX							
PCT: 0.39	0.29	0.29	0.04	0.03	1.00		
SALARY							
FACTOR: 0.94	0.94	0.91	0.90	0.95	0.96		
ALL MAJOR FIELDS							
AVERAGE							
SALARY: 54149 8627	42539 8327	35164 8585	33347 1122	27900 1349	43175 26888 297		
FAC MIX							
PCT: 0.32	0.31	0.32	0.04	0.05	1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 137 of the 188 public institutions. The average salary of the 710 faculty was \$39,761. This average salary was approximately 2.5 percent higher than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of philosophy and religion was reported in 134 of the same 188 public institutions. The average salary of the 764 faculty was \$42,468. This average salary was approximately .7 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of philosophy and religion after three years in the public institutions studied was 6.8 percent (\$42,468 minus \$39,761 equals \$2,707). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 6.1 percent or 2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of philosophy and religion (6.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.4 percent (10.2% minus 6.8% equals 3.4%) more than faculty in the discipline/major field of philosophy and religion.

The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor rank in

the 1989-90 study: 46 percent vs. 22 percent, and in the 1992-93 study it is 42 percent vs. 25 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in philosophy and religion in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.8 percent (27/710) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 4.1 percent (59/1,435) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 265 of the 297 private institutions. The average salary of the 1,361 faculty was \$35,803. This average salary was 5.2 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of philosophy and religion was reported in 264 of the same 297 private institutions. The average salary of the 1,433 faculty was \$41,487. This average salary was 4.1 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in philosophy and religion after three years in the private institutions studied was 15.9 percent (\$41,487 minus \$35,803 equals \$5,684). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3 per-

cent or 1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of philosophy and religion (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (15.9% minus 14.7% equals 1.2%) less than faculty in philosophy and religion.

In the discipline/major field of philosophy and religion, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 41 percent vs. 28 percent (1989-90), respectively; and 39 percent vs. 29 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in philosophy and religion was virtually the same hiring rate as in ALL MAJOR FIELDS in the 1989-90 private study: 5.4 percent (73/1,361) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 4.4 percent (63/1,433) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of philosophy and religion and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,268 (3.1%) faculty in the discipline/major field of philosophy and religion parti-

cipated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of philosophy and religion in 1989-90 in the public and private studies were 3 percent above and 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in philosophy and religion in 1992-93 in the public and private studies were 1 percent below and 4 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in philosophy and religion in the public institutions received an average annual salary increase of 2 percent below the cost-of-living. In the private institutions the annual average salary increase was 1 percent above the cost-of-living.

Third, in the discipline/major field of philosophy and religion the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that philosophy and religion is an established discipline in academia.

Finally, the hiring rate of new assistant professors in philosophy and religion in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the private studies the hiring rate was virtually the same as in ALL MAJOR FIELDS for the 1989-90 study and higher in the 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of philosophy and religion is being

developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Jesse Taylor, Jr. is a lecturer in the department of philosophy and religion at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

/

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (IN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)	Madonna University (MI)
Faith Baptist Bible College & Theological Seminary (IA)	Malone College (OH)
Ferrum College (VA)	Manhattan Christian College (KS)
Franciscan University of Steubenville (OH)	Manhattan College (NY)
Franklin and Marshall College (PA)	Marian College of Fond du Lac (WI)
Franklin College (IN)	Marietta College (OH)
Franklin Pierce College (NH)	Marist College (NY)
Furman University (SC)	Mars Hill College (NC)
George Washington University (DC)	Mary Baldwin College (VA)
Georgetown College (KY)	Marymount College Tarrytown (NY)
Georgetown University (DC)	Maryville University of St. Louis (MO)
Georgian Court College (NJ)	Marywood College (PA)
Gonzaga University (WA)	Mercer University (GA)
Gordon College (MA)	Mercy College (NY)
Goshen College (IN)	Meredith College (NC)
Grinnell College (IA)	Merrimack College (MA)
Guilford College (NC)	Milligan College (TN)
GHI Engineering & Management Institute (MI)	Millikin University (IL)
Hampton University (VA)	Mills College (CA)
Hastings College (NE)	Moravian College (PA)
Hebrew College (MA)	Morris Brown College (GA)
Heidelberg College (OH)	Mount Mercy College (IA)
Hiram College (OH)	Mount Saint Mary's College (MD)
Hofstra University (NY)	Mount St. Clare College (IA)
Holy Family College (PA)	Mount Union College (OH)
Holy Names College (CA)	Muhlenberg College (PA)
Iona College (NY)	Muskingum College (OH)
John Carroll University (OH)	Neumann College (PA)
Judson College (AL)	New Hampshire College (NH)
Juniata College (PA)	North Central College (IL)
Kalamazoo College (MI)	Northeastern University (MA)
Kenyon College (OH)	Northland College (WI)
King's College (PA)	Northwestern College (IA)
La Roche College (PA)	Northwestern College (MN)
La Salle University (PA)	Norwich University (VT)
Lake Forest College (IL)	Notre Dame College (NH)
Lakeland College (WI)	Notre Dame College of Ohio (OH)
Lebanon Valley College of Pennsylvania (PA)	Ohio Northern University (OH)
Lenoir-Rhyne College (NC)	Ottawa University (KS)
LeTourneau University (TX)	Otterbein College (OH)
Lewis and Clark College (OR)	Ouachita Baptist University (AR)
Lincoln Memorial University (TN)	Our Lady of Holy Cross College (LA)
Lindsey Wilson College (KY)	Palm Beach Atlantic College (FL)
Linfield College (OR)	Pepperdine University (CA)
Loras College (IA)	Philadelphia College of Textiles and Science (PA)
Louisiana College (LA)	Piedmont College (GA)
Loyola College in Maryland (MD)	Pikeville College (KY)
Loyola University, New Orleans (LA)	Point Park College (PA)
Luther College (IA)	Presbyterian College (SC)
Lycoming College (PA)	Principia College (IL)
Lynchburg College (VA)	Quincy College (IL)
	Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
 Reed College (OR)
 Regis College (MA)
 Regis University (CO)
 Rhodes College (TN)
 Rider College (NJ)
 Rivier College (NH)
 Roanoke College (VA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Rosary College (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Bonaventure University (NY)
 Saint Francis College (PA)
 Saint Joseph College (CT)
 Saint Joseph's College (IN)
 Saint Mary's College (MI)
 Saint Mary's College of California (CA)
 Saint Mary's College of Minnesota (MN)
 Saint Meinrad College (IN)
 Saint Michael's College (VT)
 Salem College (NC)
 Salve Regina University (RI)
 Santa Clara University (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Simpson College (IA)
 Skidmore College (NY)
 Southern California College (CA)
 Southern College of Seventh-Day Adventists (TN)
 Southwestern Assemblies of God College (TX)
 Spalding University (KY)
 St. Ambrose University (IA)
 St. Edward's University (TX)
 St. John's University (MN)
 St. Mary's University (TX)
 St. Norbert College (WI)
 Stillman College (AL)
 Suffolk University (MA)
 Susquehanna University (PA)
 Tabor College (KS)
 Taylor University (IN)
 Texas Christian University (TX)
 The American University (DC)
 The Catholic University of America (DC)
 The College of Saint Rose (NY)
 The Defiance College (OH)
 The Johns Hopkins University (MD)

The Sage Colleges, Russell Sage College (NY)
 The University of Charleston (WV)
 The University of Findlay (OH)
 The University of Tulsa (OK)
 Thomas More College (KY)
 Transylvania University (KY)
 Trinity College (DC)
 Trinity College of Vermont (VT)
 Tufts University (MA)
 Tusculum College (TN)
 Union College (NE)
 University of Central Texas (TX)
 University of Dallas (TX)
 University of Dayton (OH)
 University of Denver (CO)
 University of Dubuque (IA)
 University of Evansville (IN)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of New Haven (CT)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of San Diego (CA)
 Utica College of Syracuse University (NY)
 Valparaiso University (IN)
 Virginia Intermont College (VA)
 Viterbo College (WI)
 Walsh College (OH)
 Washington and Jefferson College (PA)
 Washington College (MA)
 Waynesburg College (PA)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Westminster College of Salt Lake City (UT)
 Wheeling Jesuit College, Inc. (WV)
 Whitman College (WA)
 Widener University (PA)
 Wilkes University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 Wilmington College (OH)
 Wingate College (NC)
 Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including physical sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physical sciences in the CIP is as follows:

A summary of groups of instructional programs that describe the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 129--40.).]

This article presents a summary of the overall average salary increases in the discipline/major field of physical sciences from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the

460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physical sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of physical sciences in the 1989-90 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of physical sciences in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICAL SCIENCES																	
<u>PUBLIC, 1989-90:</u>																	
AVERAGE																	
SALARY:	45691	130 42	37239	83 35		30493	72 32		29124	13 9		22116	19 10		38310	304 48	
FAC MIX																	
PCT:	0.43		0.27			0.24			0.04			0.06			1.00		
SALARY																	
FACTOR:	0.96		0.96			0.95			0.94			0.91			0.99		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47675	14459	38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX																	
PCT:	0.35		0.28			0.29			0.05			0.07			1.00		
<u>PUBLIC, 1992-93:</u>																	
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICAL SCIENCES																	
AVERAGE																	
SALARY:	54211	168 33	43628	88 31		35563	88 30		30849	18 12		24378	25 16		45218	369 38	
FAC MIX																	
PCT:	0.46		0.24			0.24			0.05			0.07			1.00		
SALARY																	
FACTOR:	1.03		1.03			1.00			0.90			0.92			1.06		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	52457	14885	42523	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX																	
PCT:	0.35		0.28			0.30			0.04			0.07			1.00		

<u>PRIVATE, 1989-90:</u>																	
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICAL SCIENCES																	
AVERAGE																	
SALARY:	49429	67 18	36584	32 19		31054	58 22		28450	15 8		23709	15 8		38600	172 39	
FAC MIX																	
PCT:	0.39		0.19			0.34			0.09			0.09			1.00		
SALARY																	
FACTOR:	1.04		0.99			1.01			0.95			0.96			1.03		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47390	8138	37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX																	
PCT:	0.32		0.31			0.31			0.05			0.05			1.00		
<u>PRIVATE, 1992-93:</u>																	
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICAL SCIENCES																	
AVERAGE																	
SALARY:	54908	68 16	38846	39 17		34679	63 19		35477	7 4		28834	5 5		43301	175 32	
FAC MIX																	
PCT:	0.39		0.22			0.36			0.04			0.03			1.00		
SALARY																	
FACTOR:	1.01		0.91			0.99			1.06			1.03			1.00		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	54149	8627	42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX																	
PCT:	0.32		0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 48 of the 188 public institutions. The average salary of the 304 faculty was \$38,310. This average salary was approximately 1.3 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of physical sciences was reported in 38 of the same 188 public institutions. The average salary of the 369 faculty was \$45,218. This average salary was approximately 5.8 percent higher than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of physical sciences after three years in the public institutions studied was 18 percent (\$45,218 minus \$38,310 equals \$6,908). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 5.1 percent or 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of physical sciences (18%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 7.8 percent (18.0% minus 10.2% equals 7.8%) less than faculty in the discipline/major field of physical sciences.

The reader may note that the faculty mix percentage in physical sciences is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 43 percent vs. 24 percent, and in the 1992-93 study it is also higher at 46 percent vs. 24 percent, respectively. The differences in faculty mix per-

centage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 39 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in physical sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.3 percent (13/304) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.9 percent (18/369) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 39 of the 297 private institutions. The average salary of the 172 faculty was \$38,600. This average salary was 2.5 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of physical sciences was reported in 32 of the same 297 private institutions. The average salary of the 175 faculty was \$43,301. This average salary was .3 percent higher than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in physical sciences after three years in the private institutions studied was 12.2 percent (\$43,301 minus \$38,600 equals \$4,701). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .7 percent or .23 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus

\$37,657 equals \$5,518). In comparison to the discipline/major field of physical sciences (12.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (14.7% minus 12.2 equals 2.5) more than faculty in physical sciences.

In the discipline/major field of physical sciences, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both the 1989-90 and 1992-93 studies: 39 percent vs. 34 percent, respectively; and 39 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 8.7 percent (15/172) vs. 5.4 percent (1,382/-25,703), respectively, and lower in the 1992-93 private study: 4 percent (7/-175) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physical sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,020 (.7%) faculty in the discipline/major field of physical sciences participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States

participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of physical sciences in 1989-90 in the public and private studies were 1 percent below and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in physical sciences in 1992-93 in the public and private studies were 6 percent above and the same as the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in physical sciences in the public institutions received an average annual salary increase of 1.7 percent above the cost-of-living. In the private institutions the annual average salary increase was .23 percent below the cost-of-living.

Third, in the discipline/major field of physical sciences the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in physical sciences in the 1989-90 public study was lower than in ALL MAJOR FIELDS but higher in the 1992-93 study. Just the opposite was true for the two private studies: higher in 1989-90 and lower in 1992-93 than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of physical sciences is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Roy Jones is an assistant professor in the Extension Division of Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)	Tennessee Technological University (TN)
North Adams State College (MA)	Texas A & M University-Galveston Campus (TX)
Northeast Missouri State University (MO)	Towson State University (MD)
Northeastern Illinois University (IL)	Trenton State College (NJ)
Northern Arizona University (AZ)	University of Akron (OH)
Northern Kentucky University (KY)	University of Alabama-Huntsville (The) (AL)
Northern State University (SD)	University of Alaska Southeast (AK)
Northwestern State University of Louisiana (LA)	University of Central Oklahoma (OK)
Oakland University (MI)	University of Colorado at Denver (CO)
Old Dominion University (VA)	University of Houston-Clear Lake (TX)
Oregon Institute of Technology (OR)	University of Maine at Fort Kent (ME)
Peru State College (NE)	University of Maryland-Baltimore County (MD)
Pittsburg State University (KS)	University of Massachusetts Dartmouth (MA)
Plymouth State College (NH)	University of Massachusetts Lowell (MA)
Portland State University (OR)	University of Minnesota Duluth (MN)
Potsdam College of SUNY (NY)	University of Missouri-St. Louis (MO)
Queens College (CUNY) (NY)	University of Nebraska at Kearney (NE)
Radford University (VA)	University of Nebraska at Omaha (NE)
Ramapo College (NJ)	University of North Carolina-Asheville (NC)
Rhode Island College (RI)	University of North Carolina-Charlotte (NC)
Saginaw Valley State University (MI)	University of North Carolina-Greensboro (NC)
Salem State College (MA)	University of North Carolina-Wilmington (NC)
Salisbury State University (MD)	University of North Texas (TX)
Sam Houston State University (TX)	University of Northern Colorado (CO)
Sangamon State University (IL)	University of Northern Iowa (IA)
Shepherd College (WV)	University of Pittsburgh-Bradford (PA)
Sonoma State University (CA)	University of Pittsburgh-Johnstown (PA)
South Dakota School of Mines and Technology (SD)	University of Puerto Rico-Humacao University College (PR)
Southeast Missouri State University (MO)	University of South Alabama (AL)
Southeastern Louisiana University (LA)	University of South Carolina-Aiken (SC)
Southeastern Oklahoma State University (OK)	University of South Carolina-Coastal Carolina College (SC)
Southern College of Technology (GA)	University of South Carolina-Spartanburg (SC)
Southern Illinois University at Carbondale (IL)	University of Southern Colorado (CO)
Southern Illinois University at Edwardsville (IL)	University of Southern Indiana (IN)
Southern Oregon State College (OR)	University of Southern Mississippi (MS)
Southwest Missouri State University (MO)	University of Tennessee at Chattanooga (TN)
Southwest State University (MN)	University of Tennessee at Martin (The) (TN)
Southwest Texas State University (TX)	University of Texas at San Antonio (TX)
St. Cloud State University (MN)	University of Texas at Tyler (TX)
State University College at Buffalo (NY)	University of the District of Columbia (DC)
State University College-Old Westbury (NY)	University of the Virgin Islands (VI)
State University of New York College-Fredonia (NY)	University of Wisconsin-Eau Claire (WI)
State University of New York-Institute of Technology at Utica/Rome (NY)	University of Wisconsin-La Crosse (WI)
	University of Wisconsin-Parkside (WI)
	University of Wisconsin-Platteville (WI)
	Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findlay (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PHYSICS

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Karl Mamola

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including physics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physics in the CIP is as follows:

An instructional program that generally describes the scientific study of matter and energy, and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern physics, electricity and magnetism, thermodynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 133--40.0801).]

This article presents a summary of the overall average salary increases in the discipline/major field of physics from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of physics in the 1989-90 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of physics in the 1989-90 public study means that their average salary is 1 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL					
<u>PUBLIC, 1989-90:</u>					
AVERAGE					
SALARY: 48430 483 128	39128 267 106	32778 196 97	30988 37 32	24014 30 22	41991 976 145
FAC MIX					
PCT: 0.49	0.27	0.20	0.04	0.03	1.00
SALARY					
FACTOR: 1.02	1.01	1.03	1.00	0.99	1.08
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
<u>PUBLIC, 1992-93:</u>					
AVERAGE					
SALARY: 53368 487 131	43392 295 109	36339 231 100	35860 39 32	26547 26 20	46078 1039 148
FAC MIX					
PCT: 0.47	0.28	0.22	0.04	0.03	1.00
SALARY					
FACTOR: 1.02	1.02	1.02	1.05	1.00	1.08
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00

DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL					
<u>PRIVATE, 1989-90:</u>					
AVERAGE					
SALARY: 52156 385 140	38621 212 106	31821 185 110	30116 37 34	23759 8 8	43474 790 197
FAC MIX					
PCT: 0.49	0.27	0.23	0.05	0.01	1.00
SALARY					
FACTOR: 1.10	1.04	1.03	1.01	0.96	1.15
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL					
<u>PRIVATE, 1992-93:</u>					
AVERAGE					
SALARY: 58586 398 146	42766 222 118	35747 184 115	32774 21 20	27282 13 13	48645 817 206
FAC MIX					
PCT: 0.49	0.27	0.23	0.03	0.02	1.00
SALARY					
FACTOR: 1.08	1.01	1.02	0.98	0.98	1.13
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 145 of the 188 public institutions. The average salary of the 976 faculty was \$41,991. This average salary was approximately 8.3 percent higher than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of physics was reported in 148 of the same 188 public institutions. The average salary of the 1,039 faculty was \$46,078. This average salary was approximately 7.8 percent higher than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of physics after three years in the public institutions studied was 9.7 percent (\$46,078 minus \$41,991 equals \$4,087). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 3.2 percent or 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of physics (9.7), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .5 percent (10.2% minus 9.7% equals 0.5%) more than faculty in the discipline/major field of physics.

The reader may note that the faculty mix percentage in physics is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 49 percent vs. 20 percent, and in the 1992-93 study, 47 percent vs. 22 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as

follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in physics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.8 percent (37/976) vs. 5.5 percent (2,249/41,133), respectively; and also lower in 1992-93, 3.8 percent (39/1,039) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 197 of the 297 private institutions. The average salary of the 790 faculty was \$43,474. This average salary was 15.4 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of physics was reported in 206 of the same 297 private institutions. The average salary of the 817 faculty was \$48,645. This average salary was 12.7 percent higher than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in physics after three years in the private institutions studied was 11.9 percent (\$48,645 minus \$43,474 equals \$5,171). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1 percent or .33 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of physics

(11.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (14.7% minus 11.9% equals 2.8%) more than faculty in physics.

In the discipline/major field of physics, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 49 percent vs. 23 percent (1989-90), respectively; and 49 percent vs. 23 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physics was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (37/790) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 2.6 percent (21/817) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,622 (2.7%) faculty in the discipline/major field of physics participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a

few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of physics in 1989-90 in the public and private studies were 8 percent above and 15 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in physics in 1992-93 in the public and private studies were 8 percent above and 13 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in physics in the public institutions received an average annual salary increase of 1.1 percent below the cost-of-living. In the private institutions the annual average salary increase was .33 percent below the cost-of-living.

Third, in the discipline/major field of physics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that physics in both the public and private studies is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in physics in the 1989-90 and 1992-93 public and private studies was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of physics is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Karl Mamola is professor and chairperson of the Department of Physics and Astronomy at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findley (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	
	Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE AND GOVERNMENT

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Zaphon Wilson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including political science and government. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/-major field of political science and government in the CIP is as follows:

An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in political philosophy, political theory, comparative government and politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries, and studies of specific political institutions and processes.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 147--45.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of political science and government from the "base-line year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in

pated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of political science and government for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of political science and government in the 1989-90 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of political science and government in the 1989-90 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of political science and government with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES																	
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																	
PUBLIC, 1989-90:																	
AVERAGE																	
SALARY:	46865	468 141	37815	312 129		29834	313 124		28307	79 52		24682	38 29		38910	1131 159	
FAC MIX																	
PCT:	0.41		0.28			0.28			0.07			0.03			1.00		
SALARY																	
FACTOR:	0.98		0.98			0.93			0.92			1.02			1.00		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47675	14459	38628	11578		31938	12067		30892	2249		24285	3029		38789	41133 188	
FAC MIX																	
PCT:	0.35		0.28			0.29			0.05			0.07			1.00		
DISCIPLINE: SOCIAL SCIENCES																	
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																	
PUBLIC, 1992-93:																	
AVERAGE																	
SALARY:	51883	464 143	40802	293 127		33213	323 118		31560	44 35		27046	39 29		42726	1119 156	
FAC MIX																	
PCT:	0.41		0.26			0.29			0.04			0.03			1.00		
SALARY																	
FACTOR:	0.99		0.96			0.93			0.92			1.02			1.00		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	52457	14885	42528	12077		35529	12869		34198	1862		26557	3029		42746	42860 188	
FAC MIX																	
PCT:	0.35		0.28			0.30			0.04			0.07			1.00		

DISCIPLINE: SOCIAL SCIENCES																	
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																	
PRIVATE, 1989-90:																	
AVERAGE																	
SALARY:	46988	274 133	36682	254 131		29213	227 116		27804	42 37		25956	23 21		37815	778 196	
FAC MIX																	
PCT:	0.35		0.33			0.29			0.05			0.03			1.00		
SALARY																	
FACTOR:	0.99		0.99			0.95			0.93			1.05			1.00		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47390	8138	37041	8025		30809	8093		29894	1382		24640	1447		37657	25703 297	
FAC MIX																	
PCT:	0.32		0.31			0.31			0.05			0.06			1.00		
DISCIPLINE: SOCIAL SCIENCES																	
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																	
PRIVATE, 1992-93:																	
AVERAGE																	
SALARY:	55148	354 154	41730	281 136		34036	283 131		32153	38 28		30359	55 24		44012	953 207	
FAC MIX																	
PCT:	0.37		0.29			0.30			0.04			0.04			1.00		
SALARY																	
FACTOR:	1.02		0.98			0.97			0.96			1.09			1.02		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	54149	8627	42539	8327		35164	8585		33342	1122		27900	1349		43175	26888 297	
FAC MIX																	
PCT:	0.32		0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 159 of the 188 public institutions. The average salary of the 1,131 faculty was \$38,910. This average salary was approximately .3 percent higher than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of political science and government was reported in 156 of the same 188 public institutions. The average salary of the 1,119 faculty was \$42,726. This average salary was about the same as the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of political science and government after three years in the public institutions studied was 9.8 percent ($\$42,726$ minus $\$38,910$ equals $\$3,816$). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 3.1 percent or 1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($\$42,746$ minus $\$38,789$ equals $\$3,957$). In comparison to the discipline/major field of political science and government (9.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent (10.2% minus 9.8% equals .4%) more than faculty in the discipline/major field of political science and government.

The reader may note that the faculty mix percentage in political science and government is higher at the professor rank than at the assistant professor

rank in the 1989-90 study: 41 percent vs. 28 percent, and also in the 1992-93 study, 41 percent vs. 29 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in political science and government in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 7 percent (79/1,131) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.9 percent (44/1,119) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 196 of the 297 private institutions. The average salary of the 778 faculty was \$37,815. This average salary was .4 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of political science and government was reported in 207 of the same 297 private institutions. The average salary of the 953 faculty was \$44,012. This average salary was 1.9 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in political science and government after three years in the private institutions studied was 16.4 percent (\$44,012 minus \$37,815 equals \$6,197). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period is 3.5 percent or 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of political science and government (16.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.7 percent (16.4% minus 14.7% equals 1.7%) less than faculty in political science and government.

In the discipline/major field of political science and government, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 35 percent vs. 29 percent (1989-90), respectively; and 37 percent vs. 30 percent (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990) and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in political science and government is virtually the same hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.4 percent (42/778) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 4 percent (38/953) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of political science and government and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,981 (2.9%) faculty in the discipline/major field of political sci-

ence and government participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of political science and government in 1989-90 in the public and private studies were equal with the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in political science and government in 1992-93 in the public and private studies were even with and 2 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in political science and government in the public institutions received an average annual salary increase of 1 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent below the cost-of-living.

Third, in the discipline/major field of political science and government the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that political science and government, in both the public and private studies, is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in political science and government in the 1989-90 public study was higher than in ALL MAJOR FIELDS but lower in the 1992-93 public study. In the 1989-90 private study the hiring rate, in comparison to ALL MAJOR FIELDS, was virtually the same but lower in the 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of political science and government is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Zaphon Wilson is assistant to the provost and vice chancellor for academic affairs and an assistant professor of political science/criminal justice at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Braintree (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findley (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (IN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PROTECTIVE SERVICES

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Tanya M. Shirley

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including protective services. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of protective services in the CIP is as follows:

A summary of groups of instructional programs that describe the principles and procedures for providing police, fire, and other safety services, and for managing penal institutions.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 139--43.).]

This article presents a summary of the overall average salary increases in the discipline/major field of protective services from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188

institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of protective services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of protective services in the 1989-90 public study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of protective services in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of protective services with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 46134 78 38	36769 116 45	30043 122 44	28773 18 14	23277 15 10	35885 331 55
FAC MIX					
PCT: 0.24	0.35	0.37	0.05	0.05	1.00
SALARY					
FACTOR: 0.97	0.95	0.94	0.93	0.96	0.93

ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11573	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00

PUBLIC, 1992-93:					
DISCIPLINE: PROTECTIVE SERVICES MAJOR FIELD: PROTECTIVE SERVICES					
AVERAGE					
SALARY: 49610 118 47	40020 115 48	32833 132 47	32426 18 12	26971 17 10	39918 382 59
FAC MIX					
PCT: 0.31	0.30	0.35	0.05	0.04	1.00
SALARY					
FACTOR: 0.95	0.94	0.92	0.95	1.02	0.93

ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00

PRIVATE, 1989-90:					
DISCIPLINE: PROTECTIVE SERVICES MAJOR FIELD: PROTECTIVE SERVICES					
AVERAGE					
SALARY: 48088 11 3	34621 12 8	30187 16 9	25000 2 2	32445 3 3	36303 42 17
FAC MIX					
PCT: 0.26	0.29	0.38	0.05	0.07	1.00
SALARY					
FACTOR: 1.01	0.93	0.98	0.84	1.32	0.96

ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00

PRIVATE, 1992-93:					
DISCIPLINE: PROTECTIVE SERVICES MAJOR FIELD: PROTECTIVE SERVICES					
AVERAGE					
SALARY: 54770 21 8	38250 15 13	33463 25 16	31000 3 3	17091 4 3	40444 65 25
FAC MIX					
PCT: 0.32	0.23	0.38	0.05	0.06	1.00
SALARY					
FACTOR: 1.01	0.90	0.95	0.93	0.61	0.94

ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 55 of the 188 public institutions. The average salary of the 331 faculty was \$35,885. This average salary was approximately 8.1 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of protective services was reported in 59 of the same 188 public institutions. The average salary of the 382 faculty was \$39,918. This average salary was approximately 7.1 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of protective services after three years in the public institutions studied was 11.2 percent (\$39,918 minus \$35,885 equals \$4,033). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.7 percent or .6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of protective services (11.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1 percent (11.2% minus 10.2% equals 1%) less than faculty in the discipline/major field of protective services.

The reader may note that the faculty mix percentage in protective services is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 24 percent vs. 37 percent, and also in the 1992-93 study, 31

percent vs. 35 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in protective services in the public studies was lower in ALL MAJOR FIELDS in 1989-90, 5.4 percent (18/331) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.7 percent (18/382) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 17 of the 297 private institutions. The average salary of the 42 faculty was \$36,303. This average salary was 3.7 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of protective services was reported in 25 of the same 297 private institutions. The average salary of the 65 faculty was \$40,444. This average salary was 6.8 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in protective services after three years in the private institutions studied was 11.4 percent (\$40,444 minus \$36,303 equals \$4,141). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.5 percent or .5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.6 percent (\$43,175 minus

\$37,657 equals \$5,518). In comparison to the discipline/major field of protective services (11.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.2 percent (14.6% minus 11.4% equals 3.2%) more than faculty in protective services.

In the discipline/major field of protective services, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 26 percent vs. 38 percent (1989-90), respectively; and 32 percent vs. 38 percent (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in protective services was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.8 percent (2/42) vs. 5.4 percent (1,382/-25,703), respectively, and higher in the 1992-93 private study: 4.6 percent (3/-65) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of protective services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 156 (.1%) faculty in the discipline/major field of protective services participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States parti-

cipated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of protective services in 1989-90 in the public and private studies were 7 percent below and 4 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in protective services in 1992-93 in the public and private studies were 7 percent below and 6 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in protective services in the public institutions received an average annual salary increase of .6 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent below the cost-of-living.

Third, in the discipline/major field of protective services the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that protective services is an emerging new field in academia.

Finally, the hiring rate of new assistant professors in protective services in the 1989-90 public and private studies was lower than in ALL MAJOR FIELDS but higher in both the 1992-93 public and private studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of protective services is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Tanya M. Shirley is a researcher in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findley (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Kimberly Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including psychology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of psychology in the CIP is as follows:

A summary of groups of instructional programs that describe the scientific study of the behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional and neurological activity.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 136--42.).]

This article presents a summary of the overall average salary increases in the discipline/major field of psychology from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 in-

stitutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of psychology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of psychology in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of psychology in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of psychology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 175 of the 188 public institutions. The average salary of the 2,036 faculty was \$39,132. This average salary was approximately .8 percent higher than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of psychology was reported in 172 of the same 188 public institutions. The average salary of the 2,095 faculty was \$42,970. This average salary was approximately .5 percent higher than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of psychology after three years in the public institutions studied was 9.8 percent ($\$42,970$ minus $\$39,132$ equals $\$3,838$). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in psychology average faculty salaries over the three-year period by 3.1 percent or an average of 1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($\$42,746$ minus $\$38,789$ equals $\$3,957$). In comparison to the discipline/major field of psychology (9.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent (10.2% minus 9.8% equals .4%) more than faculty in the discipline/major field of psychology.

The reader may note that the faculty mix percentage in psychology is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 44 percent vs. 25 percent, and in the 1992-93 study it is 43 percent vs. 26 percent, respectively. The differences in faculty mix percentage at the ranks

of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in psychology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.8 percent (119/2,036) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5.7 percent (119/2,095) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 269 of the 297 private institutions. The average salary of the 1,335 faculty was \$36,737. This average salary was 2.5 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of psychology was reported in 279 of the same 297 private institutions. The average salary of the 1,453 faculty was \$42,213. This average salary was 2.3 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in psychology after three years in the private institutions studied was 15 percent (\$42,213 minus \$36,737 equals \$5,476). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.1 percent or .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus

\$37,657 equals \$5,518). In comparison to the discipline/major field of psychology (15%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (15% minus 14.7% equals .3%) less than faculty in psychology.

In the discipline/major field of psychology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 36 percent vs. 28 percent (1989-90), respectively; and 37 percent vs. 29 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in psychology was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.1 percent (81/1,335) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.3 percent (48/1,453) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of psychology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,919 (5.1%) faculty in the discipline/major field of psychology participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of psychology in 1989-90 in the public and private studies were 1 percent above and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in psychology in 1992-93 in the public and private studies were 1 percent above and 2 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in psychology in the public institutions received an average annual salary increase of 1 percent below the cost-of-living. In the private institutions the annual average salary increase was .7 percent above the cost-of-living.

Third, in the discipline/major field of psychology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that psychology is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in psychology in the 1989-90 and 1992-93 public studies was higher than in ALL MAJOR FIELDS. In the 1989-90 private study the hiring rate was higher than in ALL MAJOR FIELDS but lower in the 1992-93 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of psychology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Kimberly Murdock is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albericus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GHI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges; Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findley (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaíso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN READING TEACHER EDUCATION
FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Gerald L. Parker

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including reading teacher education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of reading teacher education in the CIP is as follows:

An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various education levels.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 82--13.1315).]

This article presents a summary of the overall average salary increases in the discipline/major field of reading teacher education from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the

460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of reading teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .23 for associate professor of reading teacher education in the 1989-90 public study means that 23 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of reading teacher education in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of reading teacher education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN		
DISCIPLINE: EDUCATION																	
MAJOR FIELD: READING TEACHER EDUCATION																	
PUBLIC, 1989-90:																	
AVERAGE																	
SALARY:	45691	48 18	36882	30 18	30655	31 17	28940	5 5	24196	21 10	36600	130 30					
FAC MIX																	
PCT:	0.37		0.23		0.24		0.04		0.16		1.00						
SALARY																	
FACTOR:	0.96		0.95		0.96		0.94		1.00		0.94						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47675	14459	38628	11578	31938	12067	30892	2249	24285	3029	38789	41133	188				
FAC MIX																	
PCT:	0.35		0.28		0.29		0.05		0.07		1.00						
DISCIPLINE: EDUCATION																	
MAJOR FIELD: READING TEACHER EDUCATION																	
PUBLIC, 1992-93:																	
AVERAGE																	
SALARY:	52825	53 20	41786	44 19	35496	35 19	38021	3 3	28189	12 7	43187	144 30					
FAC MIX																	
PCT:	0.37		0.31		0.24		0.02		0.08		1.00						
SALARY																	
FACTOR:	1.01		0.98		1.00		1.11		1.06		1.01						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	52457	14885	42528	12077	35529	12869	34198	1862	26537	3029	42746	42860	188				
FAC MIX																	
PCT:	0.35		0.28		0.30		0.04		0.07		1.00						

DISCIPLINE: EDUCATION																	
MAJOR FIELD: READING TEACHER EDUCATION																	
PRIVATE, 1989-90:																	
AVERAGE																	
SALARY:	51147	8 3	35266	7 7	28579	5 6			20000	1 1	38523	22 12					
FAC MIX																	
PCT:	0.36		0.32		0.27				0.05		1.00						
SALARY																	
FACTOR:	1.08		0.95		0.93				0.81		1.02						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47390	8138	37041	8025	30809	8093	29894	1382	24640	1447	37657	25703	297				
FAC MIX																	
PCT:	0.32		0.31		0.31		0.05		0.06		1.00						
DISCIPLINE: EDUCATION																	
MAJOR FIELD: READING TEACHER EDUCATION																	
PRIVATE, 1992-93:																	
AVERAGE																	
SALARY:	55937	6 5	38670	11 9	34798	8 7	39000	1 1	22484	3 3	39529	28 19					
FAC MIX																	
PCT:	0.21		0.39		0.29		0.04		0.11		1.00						
SALARY																	
FACTOR:	1.03		0.91		0.99		1.17		0.81		0.92						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	54149	8627	42539	8327	35164	8585	33342	1122	27900	1349	43175	26888	297				
FAC MIX																	
PCT:	0.32		0.31		0.32		0.04		0.05		1.00						

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of reading teacher education was reported in 30 of the 188 public institutions. The average salary of the 130 faculty was \$36,600. This average salary was approximately 6 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of reading teacher education was reported in 30 of the same 188 public institutions. The average salary of the 144 faculty was \$43,187. This average salary was approximately 1 percent higher than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of reading teacher education after three years in the public institutions studied was 18 percent ($\$43,187$ minus $\$36,600$ equals $\$6,587$). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in reading teacher education average faculty salaries over the three-year period by 5.1 percent or an average of 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($\$42,746$ minus $\$38,789$ equals $\$3,957$). In comparison to the discipline/major field of reading teacher education (18%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 7.8 percent (18.0% minus 10.2% equals 7.8%) less than faculty in the discipline/major field of reading teacher education.

The reader may note that the faculty mix percentage in reading teacher education is higher at the professor rank than at the assistant professor rank in

the 1989-90 study: 37 percent vs. 24 percent, and in the 1992-93 study it is 37 percent vs. 24 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in reading teacher education in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.8 percent (5/130) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2 percent (3/144) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of reading teacher education was reported in 12 of the 297 private institutions. The average salary of the 22 faculty was \$38,523. This average salary was 2.3 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of reading teacher education was reported in 19 of the same 297 private institutions. The average salary of the 28 faculty was \$39,529. This average salary was 9.2 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in reading teacher education after three years in the private institutions studied was 2.6 percent (\$39,529 minus \$38,523 equals \$1,006). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

increase, therefore, in the average faculty salaries over the three-year time period, is 10.3 percent or 3.4 percent each year below cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of reading teacher education (2.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 12.1 percent (14.7% minus 2.6% equals 12.1%) more than faculty in reading teacher education.

In the discipline/major field of reading teacher education, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in the 1989-90 study: 36 percent vs. 27 percent, respectively; it is lower, however, in the 1992-93 study: 21 percent vs. 29 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in reading teacher education was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 0.0 percent (0/22) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.6 percent (1/28) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of reading teacher education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the

baseline year and for the trend year--a total of four studies. A total of 324 (.2%) faculty in the discipline/major field of reading teacher education participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of reading teacher education in 1989-90 in the public and private studies were 6 percent below and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average factors for all ranks in reading teacher education in 1992-93 in the public and private studies were 1 percent above and 8 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in reading teacher education in the public institutions received an average annual salary increase of 1.7 percent above the cost-of-living. In the private institutions the annual average salary increase was 3.4 percent below the cost-of-living.

Third, in the discipline/major field of reading teacher education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies. In the private studies the professor rank is higher than the assistant professor rank in the 1989-90 study but lower in the 1992-93 study.

Finally, the hiring rate of new assistant professors in reading teacher education in the 1989-90 and 1992-93 public and private studies was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of reading teacher education is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Gerald L. Parker is professor of language, reading and exceptionalities at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
 Reed College (OR)
 Regis College (MA)
 Regis University (CO)
 Rhodes College (TN)
 Rider College (NJ)
 Rivier College (NH)
 Roanoke College (VA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Rosary College (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Bonaventure University (NY)
 Saint Francis College (PA)
 Saint Joseph College (CT)
 Saint Joseph's College (IN)
 Saint Mary's College (MI)
 Saint Mary's College of California (CA)
 Saint Mary's College of Minnesota (MN)
 Saint Meinrad College (IN)
 Saint Michael's College (VT)
 Salem College (NC)
 Salve Regina University (RI)
 Santa Clara University (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Simpson College (IA)
 Skidmore College (NY)
 Southern California College (CA)
 Southern College of Seventh-Day Adventists (TN)
 Southwestern Assemblies of God College (TX)
 Spalding University (KY)
 St. Ambrose University (IA)
 St. Edward's University (TX)
 St. John's University (MN)
 St. Mary's University (TX)
 St. Norbert College (WI)
 Stillman College (AL)
 Suffolk University (MA)
 Susquehanna University (PA)
 Tabor College (KS)
 Taylor University (IN)
 Texas Christian University (TX)
 The American University (DC)
 The Catholic University of America (DC)
 The College of Saint Rose (NY)
 The Defiance College (OH)
 The Johns Hopkins University (MD)

The Sage Colleges, Russell Sage College (NY)
 The University of Charleston (WV)
 The University of Findlay (OH)
 The University of Tulsa (OK)
 Thomas More College (KY)
 Transylvania University (KY)
 Trinity College (DC)
 Trinity College of Vermont (VT)
 Tufts University (MA)
 Tusculum College (TN)
 Union College (NE)
 University of Central Texas (TX)
 University of Dallas (TX)
 University of Dayton (OH)
 University of Denver (CO)
 University of Dubuque (IA)
 University of Evansville (IN)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of New Haven (CT)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of San Diego (CA)
 Utica College of Syracuse University (NY)
 Valparaiso University (IN)
 Virginia Intermont College (VA)
 Viterbo College (WI)
 Walsh College (OH)
 Washington and Jefferson College (PA)
 Washington College (MA)
 Waynesburg College (PA)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Westminster College of Salt Lake City (UT)
 Wheeling Jesuit College, Inc. (WV)
 Whitman College (WA)
 Widener University (PA)
 Wilkes University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 Wilmington College (OH)
 Wingate College (NC)
 Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SOCIAL SCIENCES

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including social sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of social sciences in the CIP is as follows:

An instructional program that generally describes the study of human social behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the social sciences.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 142--45.0101).]

This article presents a summary of the overall average salary increases in the discipline/major field of social sciences from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study

of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of social sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professor of social sciences in the 1989-90 public study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of social sciences in the 1989-90 public study means that their average salary is 7 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of social sciences with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN		
<u>PUBLIC, 1989-90:</u>									DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES								
AVERAGE																	
SALARY:	45765	116 38	36063	135 40	30840	120 42	27768	21 14	24094	25 13	36566	396 48					
FAC MIX																	
PCT:	0.29			0.34			0.30			0.05			0.06			1.00	
SALARY																	
FACTOR:	0.96			0.93			0.97			0.90			0.99			0.94	
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47675	14459	38628	11578	31938	12067	30892	2249	24285	3029	38789	41133	188				
FAC MIX																	
PCT:	0.35			0.28			0.29			0.05			0.07			1.00	
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES																	
<u>PUBLIC, 1992-93:</u>																	
AVERAGE																	
SALARY:	47836	119 31	40054	122 31	31359	99 27	32272	18 10	25548	18 11	39507	358 40					
FAC MIX																	
PCT:	0.33			0.34			0.28			0.05			0.05			1.00	
SALARY																	
FACTOR:	0.91			0.94			0.88			0.94			0.96			0.92	
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	52457	14885	42528	12077	35529	12869	34198	1862	26557	3029	42746	42860	188				
FAC MIX																	
PCT:	0.35			0.28			0.30			0.04			0.07			1.00	
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES																	
<u>PRIVATE, 1989-90:</u>																	
AVERAGE																	
SALARY:	49901	189 40	35407	129 49	30940	157 47	32183	29 14	21102	12 10	39239	487 71					
FAC MIX																	
PCT:	0.39			0.26			0.32			0.06			0.02			1.00	
SALARY																	
FACTOR:	1.05			0.96			1.00			1.08			0.86			1.04	
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47390	8138	37041	8025	30809	8093	29894	1382	24640	1447	37657	25703	297				
FAC MIX																	
PCT:	0.32			0.31			0.31			0.05			0.06			1.00	
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES																	
<u>PRIVATE, 1992-93:</u>																	
AVERAGE																	
SALARY:	54202	132 29	38746	94 34	32723	90 27	30870	14 10	25623	11 8	42886	327 46					
FAC MIX																	
PCT:	0.40			0.29			0.28			0.04			0.03			1.00	
SALARY																	
FACTOR:	1.00			0.91			0.93			0.93			0.92			0.99	
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	54149	8627	42539	8327	35164	8585	33342	1122	27900	1349	43175	26888	297				
FAC MIX																	
PCT:	0.32			0.31			0.32			0.04			0.05			1.00	

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 48 of the 188 public institutions. The average salary of the 396 faculty was \$36,566. This average salary was approximately 6.1 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of social sciences was reported in 40 of the same 188 public institutions. The average salary of the 358 faculty was \$39,507. This average salary was approximately 8.2 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of social sciences after three years in the public institutions studied was 8 percent (\$39,507 minus \$36,566 equals \$2,941). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in social sciences average faculty salaries over the three-year period by 4.9 percent or an average of 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of social sciences (8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent (10.2% minus 8.0% equals 2.2%) more than faculty in the discipline/major field of social sciences.

The reader may note that the faculty mix percentage in social sciences is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 29 percent vs. 30 percent, but in the 1992-93 study it is higher at 33

percent vs. 28 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in social sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.3 percent (21/396) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5 percent (18/358) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 71 of the 297 private institutions. The average salary of the 487 faculty was \$39,239. This average salary was 4.2 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of social sciences was reported in 46 of the same 297 private institutions. The average salary of the 327 faculty was \$42,886. This average salary was .7 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in social sciences after three years in the private institutions studied was 9.3 percent (\$42,886 minus \$39,239 equals \$3,647). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.6 percent or 1.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus

\$37,657 equals \$5,518). In comparison to the discipline/major field of social sciences (9.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.4 percent (14.7% minus 9.3% equals 5.4%) more faculty in social sciences.

In the discipline/major field of social sciences, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 39 percent vs. 32 percent (1989-90), respectively; and 40 percent vs. 28 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in social sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6 percent (29/489) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 4.3 percent (14/327) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of social sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,568 (1.1%) faculty in the discipline/major field of social sciences participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States

participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of social sciences in 1989-90 in the public and private studies were 6 percent below and 4 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in social sciences in 1992-93 in the public and private studies were 8 percent below and 1 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in social sciences in the public institutions received an average annual salary increase of 1.6 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent below the cost-of-living.

Third, in the discipline/major field of social sciences the professor rank FAC MIX PCT is lower at the professor rank in 1989-90 and higher in the 1992-93 study. In the private studies the professor rank FAC MIX PCTs are higher than the assistant professor rank in both the 1989-90 and 1992-93 studies.

Finally, the hiring rate of new assistant professors in social sciences in the 1989-90 public study was lower than in ALL MAJOR FIELDS in 1989-90 and higher in 1992-93. In the 1989-90 and 1992-93 private studies the hiring rate was higher than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of social sciences is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author George F. Howe is director of support services at Troy State University, Montgomery, Alabama.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Lorain College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
 Reed College (OR)
 Regis College (MA)
 Regis University (CO)
 Rhodes College (TN)
 Rider College (NJ)
 Rivier College (NH)
 Roanoke College (VA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Rosary College (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Bonaventure University (NY)
 Saint Francis College (PA)
 Saint Joseph College (CT)
 Saint Joseph's College (IN)
 Saint Mary's College (MI)
 Saint Mary's College of California (CA)
 Saint Mary's College of Minnesota (MN)
 Saint Meinrad College (IN)
 Saint Michael's College (VT)
 Salem College (NC)
 Salve Regina University (RI)
 Santa Clara University (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Simpson College (IA)
 Skidmore College (NY)
 Southern California College (CA)
 Southern College of Seventh-Day Adventists (TN)
 Southwestern Assemblies of God College (TX)
 Spalding University (KY)
 St. Ambrose University (IA)
 St. Edward's University (TX)
 St. John's University (MN)
 St. Mary's University (TX)
 St. Norbert College (WI)
 Stillman College (AL)
 Suffolk University (MA)
 Susquehanna University (PA)
 Tabor College (KS)
 Taylor University (IN)
 Texas Christian University (TX)
 The American University (DC)
 The Catholic University of America (DC)
 The College of Saint Rose (NY)
 The Defiance College (OH)
 The Johns Hopkins University (MD)

The Sage Colleges, Russell Sage College (NY)
 The University of Charleston (WV)
 The University of Findley (OH)
 The University of Tulsa (OK)
 Thomas More College (KY)
 Transylvania University (KY)
 Trinity College (DC)
 Trinity College of Vermont (VT)
 Tufts University (MA)
 Tusculum College (TN)
 Union College (NE)
 University of Central Texas (TX)
 University of Dallas (TX)
 University of Dayton (OH)
 University of Denver (CO)
 University of Dubuque (IA)
 University of Evansville (IN)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of New Haven (CT)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of San Diego (CA)
 Utica College of Syracuse University (NY)
 Valparaiso University (IN)
 Virginia Intermont College (VA)
 Viterbo College (WI)
 Walsh College (OH)
 Washington and Jefferson College (PA)
 Washington College (MA)
 Waynesburg College (PA)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Westminster College of Salt Lake City (UT)
 Wheeling Jesuit College, Inc. (WV)
 Whitman College (WA)
 Widener University (PA)
 Wilkes University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 Wilmington College (OH)
 Wingate College (NC)
 Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including sociology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of sociology in the CIP is as follows:

An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure, social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 148--45.1101).]

This article presents a summary of the overall average salary increases in the discipline/major field of sociology from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of sociology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professor of sociology in the 1989-90 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of sociology in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of sociology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 45797 467 133	37171 407 132	30284 324 122	28515 62 49	24570 42 28	38193 1240 158
FAC MIX					
PCT: 0.38	0.33	0.26	0.05	0.03	1.00
SALARY					
FACTOR: 0.96	0.96	0.95	0.92	1.01	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 50365 468 127	40463 363 130	33187 299 115	31845 39 32	26506 40 31	42087 1170 154
FAC MIX					
PCT: 0.40	0.31	0.26	0.03	0.03	1.00
SALARY					
FACTOR: 0.96	0.95	0.93	0.93	1.00	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 44999 221 125	34691 303 165	28907 212 134	26344 39 32	24372 23 22	35764 759 228
FAC MIX					
PCT: 0.29	0.40	0.28	0.05	0.03	1.00
SALARY					
FACTOR: 0.95	0.94	0.94	0.88	0.99	0.95
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 51360 269 142	40517 291 153	33198 218 135	31538 33 32	27239 14 14	41950 792 229
FAC MIX					
PCT: 0.34	0.37	0.28	0.04	0.02	1.00
SALARY					
FACTOR: 0.95	0.95	0.94	0.95	0.98	0.97
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 158 of the 188 public institutions. The average salary of the 1,240 faculty was \$38,193. This average salary was approximately 1.6 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of sociology was reported in 154 of the same 188 public institutions. The average salary of the 1,170 faculty was \$42,087. This average salary was approximately 1.6 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of sociology after three years in the public institutions studied was 10.2 percent ($\$42,087$ minus $\$38,193$ equals $\$3,894$). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in sociology average faculty salaries over the three-year period by 2.7 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($\$42,746$ minus $\$38,789$ equals $\$3,957$). In comparison to the discipline/major field of sociology (10.2%), therefore, the faculty in ALL MAJOR FIELDS received the same increase in their salaries as the faculty in the discipline/major field of sociology (10.2% minus 10.2% equals 0%).

The reader may note that the faculty mix percentage in sociology is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 38 percent vs. 26 percent, and in the 1992-93 study it is also higher: 40 percent vs. 26 percent, respectively. The differences in faculty mix percentage

at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in sociology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5 percent (62/1,240) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.3 percent (39/1,170) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 228 of the 297 private institutions. The average salary of the 759 faculty was \$35,764. This average salary was 5.3 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of sociology was reported in 229 of the same 297 private institutions. The average salary of the 792 faculty was \$41,950. This average salary was 2.9 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in sociology after three years in the private institutions studied was 17.3 percent (\$41,950 minus \$35,764 equals \$6,186). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.4 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of sociol-

ogy (17.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (17.3% minus 14.7% equals 2.6%) less than faculty in sociology.

In the discipline/major field of sociology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 29 percent vs. 28 percent (1989-90), respectively; and 34 percent vs. 28 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in sociology was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.1 percent (39/759) vs. 5.4 percent (1,382/25,703), respectively, and the same in the 1992-93 private study: 4.2 percent (33/792) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of sociology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,961 (2.9%) faculty in the discipline/major field of sociology participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of sociology in 1989-90 in the public and private studies were 2 percent below and 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in sociology in 1992-93 in the public and private studies were 2 percent below and 3 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in sociology in the public institutions received an average annual salary increase of .9 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent above the cost-of-living.

Third, in the discipline/major field of sociology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in sociology in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the 1989-90 private study it was also lower but in the 1992-93 private study it was the same.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of sociology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author George F. Howe is director of support services at Troy State University, Montgomery, Alabama.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findlay (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Thalia Coleman

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including special education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of special education in the CIP is as follows:

An instructional program that generally describes the design and provision of teaching and other education services to children or adults with special learning needs or disabilities, and that may prepare individuals to function as special education teachers. Includes instruction in diagnosing learning disabilities, developing individual educational plans, teaching and supervising special education students, special education counseling, and applicable laws and policies.*

*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 78--13.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of special education from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC

study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of special education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of special education in the 1989-90 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of special education in the 1989-90 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of special education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
<u>PUBLIC, 1989-90:</u>					
DISCIPLINE: EDUCATION					
MAJOR FIELD: SPECIAL EDUCATION, GENERAL					
AVERAGE					
SALARY: 46550 202 58	37512 161 64	30799 137 57	28668 24 19	23830 28 23	38502 528 75
FAC MIX					
PCT: 0.38	0.30	0.26	0.05	0.05	1.00
SALARY					
FACTOR: 0.98	0.97	0.96	0.93	0.98	0.99
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
<u>PUBLIC, 1992-93:</u>					
DISCIPLINE: EDUCATION					
MAJOR FIELD: SPECIAL EDUCATION, GENERAL					
AVERAGE					
SALARY: 51098 178 59	41481 154 62	34146 162 61	33438 35 30	27169 23 17	41857 517 76
FAC MIX					
PCT: 0.34	0.30	0.31	0.07	0.04	1.00
SALARY					
FACTOR: 0.97	0.98	0.96	0.98	1.02	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
<u>PRIVATE, 1989-90:</u>					
DISCIPLINE: EDUCATION					
MAJOR FIELD: SPECIAL EDUCATION, GENERAL					
AVERAGE					
SALARY: 46527 29 13	35775 4 27	28183 39 27	26647 7 7	22359 5 5	35328 115 42
FAC MIX					
PCT: 0.25	0.37	0.34	0.06	0.04	1.00
SALARY					
FACTOR: 0.98	0.97	0.91	0.89	0.91	0.94
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
<u>PRIVATE, 1992-93:</u>					
DISCIPLINE: EDUCATION					
MAJOR FIELD: SPECIAL EDUCATION, GENERAL					
AVERAGE					
SALARY: 45949 29 18	39932 25 20	32863 31 22	32770 7 6	24393 5 5	38572 90 39
FAC MIX					
PCT: 0.32	0.28	0.34	0.08	0.06	1.00
SALARY					
FACTOR: 0.85	0.94	0.93	0.98	0.87	0.89
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 75 of the 188 public institutions. The average salary of the 528 faculty was \$38,502. This average salary was approximately .7 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of special education was reported in 76 of the same 188 public institutions. The average salary of the 517 faculty was \$41,857. This average salary was approximately 2.1 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of special education after three years in the public institutions studied was 8.7 percent ($\$41,857$ minus $\$38,502$ equals $\$3,355$). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in special education average faculty salaries over the three-year period by 4.2 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($\$42,746$ minus $\$38,789$ equals $\$3,957$). In comparison to the discipline/major field of special education (8.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.5 percent (10.2% minus 8.7% equals 1.5%) more than faculty in the discipline/major field of special education.

The reader may note that the faculty mix percentage in special education is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 38 percent vs. 26 percent, and in the 1992-93 study it is 34 percent

vs. 31 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in special education in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.5 percent (24/528) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 6.8 percent (35/517) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 42 of the 297 private institutions. The average salary of the 115 faculty was \$35,328. This average salary was 6.6 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of special education was reported in 39 of the same 297 private institutions. The average salary of the 90 faculty was \$38,572. This average salary was 11.9 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in special education after three years in the private institutions studied was 9.2 percent (\$38,572 minus \$35,328 equals \$3,244). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries of special education over the three-year time period, is 3.7 percent or 1.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of special education (11.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (14.7% minus 11.9% equals 2.8%) more than faculty in special education.

In the discipline/major field of special education, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 25 percent vs. 34 percent (1989-90), respectively; and 32 percent vs. 34 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in special education was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.1 percent (7/115) vs. 5.4 percent (1,382/-25,703), respectively, and higher in the 1992-93 private study: 7.8 percent (7/90) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of special education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,250 (.9%) faculty in the discipline/major field of special education participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188

public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of special education in 1989-90 in the public and private studies were 1 percent below and 6 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in special education in 1992-93 in the public and private studies were 2 percent below and 11 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in special education in the public institutions received an annual salary increase of 1.4 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent below the cost-of-living.

Third, in the discipline/major field of special education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, but they are lower in the two private studies.

Finally, the hiring rate of new assistant professors in special education in the 1989-90 public study was lower than in ALL MAJOR FIELDS but higher in the 1992-93 public study. In the private studies of 1989-90 and 1992-93 the hiring rate is higher for both studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of special education is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Thalia Coleman is an associate professor of language, reading and exceptionalities at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findley (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	
	Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SPEECH PATHOLOGY AND AUDIOLOGY
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Mary Ruth Sizer

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including speech pathology and audiology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/-major field of speech pathology and audiology in the CIP is as follows:

An instructional program that prepares individuals to provide therapeutic care to persons with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing and communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitations; psychosocial and educational effects of speech and hearing disorders; and the planning and management of patient therapy.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], pp. 169-170--51.0204).]

This article presents a summary of the overall average salary increases in the discipline/major field of speech pathology and audiology from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's

PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of speech pathology/audiology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of speech pathology and audiology in the 1989-90 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of speech pathology and audiology in the 1989-90 public study means that their average salary is equal to the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of speech pathology and audiology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: HEALTH PROFESSIONS & RELATED																	
MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY																	
PUBLIC, 1989-90:																	
AVERAGE																	
SALARY:	47971	110 43	38633	105 37		30661	97 42		30544	15 13		24352	25 15		38327	337 52	
FAC MIX																	
PCT:	0.33		0.31			0.29			0.04			0.07			1.00		
SALARY																	
FACTOR:	1.01		1.00			0.96			0.99			1.00			0.99		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47675	14459	38628	11578		31938	12067		30892	2249		24285	3029		38789	41133 188	
FAC MIX																	
PCT:	0.35		0.28			0.29			0.05			0.07			1.00		
DISCIPLINE: HEALTH PROFESSIONS & RELATED																	
MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY																	
PUBLIC, 1992-93:																	
AVERAGE																	
SALARY:	53414	105 44	41644	107 42		34609	118 43		34115	17 15		27566	35 21		41405	365 54	
FAC MIX																	
PCT:	0.29		0.29			0.32			0.05			0.10			1.00		
SALARY																	
FACTOR:	1.02		0.98			0.97			1.00			1.04			0.97		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	52457	14885	42528	12077		35529	12869		34198	1862		26557	3029		42746	42860 188	
FAC MIX																	
PCT:	0.35		0.28			0.30			0.04			0.07			1.00		
DISCIPLINE: HEALTH PROFESSIONS & RELATED																	
MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY																	
PRIVATE, 1989-90:																	
AVERAGE																	
SALARY:	49370	19 11	37447	29 12		32182	29 11		31500	4 3		24652	9 5		36966	86 19	
FAC MIX																	
PCT:	0.22		0.34			0.34			0.05			0.10			1.00		
SALARY																	
FACTOR:	1.04		1.01			1.04			1.05			1.00			0.98		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47390	8138	37041	8025		30809	8093		29894	1382		24640	1447		37657	25703 297	
FAC MIX																	
PCT:	0.32		0.31			0.31			0.05			0.06			1.00		
DISCIPLINE: HEALTH PROFESSIONS & RELATED																	
MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY																	
PRIVATE, 1992-93:																	
AVERAGE																	
SALARY:	55558	20 12	40306	18 8		34563	16 9		36000	1 1		29588	8 6		42361	62 17	
FAC MIX																	
PCT:	0.32		0.29			0.26			0.02			0.13			1.00		
SALARY																	
FACTOR:	1.03		0.95			0.98			1.08			1.06			0.98		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	54149	8627	42539	8327		35164	8585		33342	1122		27900	1349		43175	26888 297	
FAC MIX																	
PCT:	0.32		0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of speech pathology and audiology was reported in 52 of the 188 public institutions. The average salary of the 337 faculty was \$38,327. This average salary was approximately 1.2 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of speech pathology and audiology was reported in 54 of the same 188 public institutions. The average salary of the 365 faculty was \$41,405. This average salary was approximately 3.2 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of speech pathology and audiology after three years in the public institutions studied was 8 percent (\$41,405 minus \$38,327 equals \$3,078). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in speech pathology and audiology average faculty salaries over the three-year period by 4.9 percent or an average of 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of speech pathology and audiology (8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent (10.2% minus 8% equals 2.2%) more than faculty in the discipline/major field of speech pathology and audiology.

The reader may note that the faculty mix percentage in speech pathology and audiology is higher at the professor rank than at the assistant professor rank

in the 1989-90 study: 33 percent vs. 29 percent, and in the 1992-93 study it is lower at 29 percent vs. 32 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in speech pathology and audiology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.5 percent (15/337) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.7 percent (17/365) vs. 4.3 percent (1,862/-42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of speech pathology and audiology was reported in 19 of the 297 private institutions. The average salary of the 86 faculty was \$36,966. This average salary was 1.9 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of speech pathology and audiology was reported in 17 of the same 297 private institutions. The average salary of the 62 faculty was \$42,361. This average salary was 1.9 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in speech pathology and audiology after three years in the private institutions studied was 14.6 percent (\$42,361 minus \$36,966 equals \$5,395). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period, is 1.7 percent or .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of speech pathology and audiology (14.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .1 percent (14.7% minus 14.6% equals .1.4%) more faculty in speech pathology and audiology.

In the discipline/major field of speech pathology and audiology, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in the 1989-90 study: 22 percent vs. 34 percent, respectively; and it is higher in the 1992-93 study: 32 percent vs. 26 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in speech pathology and audiology was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (4/86) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 1.6 percent (1/62) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of speech pathology and audiology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A

total of 850 (.6%) faculty in the discipline/major field of speech pathology and audiology participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of speech pathology and audiology in 1989-90 in the public and private studies were 1 percent below and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in speech pathology and audiology in 1992-93 in the public and private studies were 3 percent below and 2 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in speech pathology and audiology in the public institutions received an average annual salary increase of 1.6 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.7 percent above the cost-of-living.

Third, in the discipline/major field of speech pathology and audiology the professor rank FAC MIX PCTs are higher than in the assistant professor rank in the 1989-90 study and lower in the 1992-93 study. In the private studies the professor rank FAC MIX PCTs are lower in the 1989-90 study and higher in the 1992-93 study.

Finally, the hiring rate of new assistant professors in speech pathology and audiology in the 1989-90 public study is lower than in ALL MAJOR FIELDS. In the 1992-93 study the hiring rate is higher than in ALL MAJOR FIELDS. The hiring rate is lower than in ALL MAJOR FIELDS for both private study years.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of speech pathology and audiology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Mary Ruth Sizer is a clinical audiologist in the Department of Language, Reading, and Exceptionalities at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)	Madonna University (MI)
Faith Baptist Bible College & Theological Seminary (IA)	Malone College (OH)
Ferrum College (VA)	Manhattan Christian College (KS)
Franciscan University of Steubenville (OH)	Manhattan College (NY)
Franklin and Marshall College (PA)	Marian College of Fond du Lac (WI)
Franklin College (IN)	Marietta College (OH)
Franklin Pierce College (NH)	Marist College (NY)
Furman University (SC)	Mars Hill College (NC)
George Washington University (DC)	Mary Baldwin College (VA)
Georgetown College (KY)	Marymount College Tarrytown (NY)
Georgetown University (DC)	Maryville University of St. Louis (MO)
Georgian Court College (NJ)	Marywood College (PA)
Gonzaga University (WA)	Mercer University (GA)
Gordon College (MA)	Mercy College (NY)
Goshen College (IN)	Meredith College (NC)
Grinnell College (IA)	Merrimack College (MA)
Guilford College (NC)	Milligan College (TN)
GMI Engineering & Management Institute (MI)	Millikin University (IL)
Hampton University (VA)	Mills College (CA)
Hastings College (NE)	Moravian College (PA)
Hebrew College (MA)	Morris Brown College (GA)
Heidelberg College (OH)	Mount Mercy College (IA)
Hiram College (OH)	Mount Saint Mary's College (MD)
Hofstra University (NY)	Mount St. Clare College (IA)
Holy Family College (PA)	Mount Union College (OH)
Holy Names College (CA)	Muhlenberg College (PA)
Iona College (NY)	Muskingum College (OH)
John Carroll University (OH)	Neumann College (PA)
Judson College (AL)	New Hampshire College (NH)
Juniata College (PA)	North Central College (IL)
Kalamazoo College (MI)	Northeastern University (MA)
Kenyon College (OH)	Northland College (WI)
King's College (PA)	Northwestern College (IA)
La Roche College (PA)	Northwestern College (MN)
La Salle University (PA)	Norwich University (VT)
Lake Forest College (IL)	Notre Dame College (NH)
Lakeland College (WI)	Notre Dame College of Ohio (OH)
Lebanon Valley College of Pennsylvania (PA)	Ohio Northern University (OH)
Lenoir-Rhyne College (NC)	Ottawa University (KS)
LeTourneau University (TX)	Otterbein College (OH)
Lewis and Clark College (OR)	Ouachita Baptist University (AR)
Lincoln Memorial University (TN)	Our Lady of Holy Cross College (LA)
Lindsey Wilson College (KY)	Palm Beach Atlantic College (FL)
Linfield College (OR)	Pepperdine University (CA)
Loras College (IA)	Philadelphia College of Textiles and Science (PA)
Louisiana College (LA)	Piedmont College (GA)
Loyola College in Maryland (MD)	Pikeville College (KY)
Loyola University, New Orleans (LA)	Point Park College (PA)
Luther College (IA)	Presbyterian College (SC)
Lycoming College (PA)	Principia College (IL)
Lynchburg College (VA)	Quincy College (IL)
	Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findlay (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN

TEACHER EDUCATION

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Doris V. Banner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including teacher education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of teacher education in the CIP is as follows:

A group of instructional programs that prepare individuals to teach subject matter in specific academic and vocational programs at various educational levels.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 80--13.13).]

This article presents a summary of the overall average salary increases in the discipline/major field of teacher education from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188

institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professor of teacher education in the 1989-90 public study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of teacher education in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of teacher education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1989-90:					
DISCIPLINE: EDUCATION MAJOR FIELD: TEACHER EDUCATION					
AVERAGE					
SALARY: 44905 469 70	36750 310 68	30009 366 74	28777 92 43	24173 69 35	37153 1214 77
FAC MIX					
PCT: 0.39	0.26	0.30	0.08	0.06	1.00
SALARY					
FACTOR: 0.94	0.95	0.94	0.93	1.00	0.96
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
PUBLIC, 1992-93:					
DISCIPLINE: EDUCATION MAJOR FIELD: TEACHER EDUCATION					
AVERAGE					
SALARY: 49239 224 48	40212 209 48	34160 296 48	31167 37 22	26520 95 30	38913 824 55
FAC MIX					
PCT: 0.27	0.25	0.36	0.04	0.12	1.00
SALARY					
FACTOR: 0.94	0.95	0.96	0.91	1.00	0.91
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
PRIVATE, 1989-90:					
DISCIPLINE: EDUCATION MAJOR FIELD: TEACHER EDUCATION					
AVERAGE					
SALARY: 39794 113 55	32067 148 69	26855 156 71	26957 29 25	21814 24 19	31645 441 87
FAC MIX					
PCT: 0.26	0.34	0.35	0.07	0.05	1.00
SALARY					
FACTOR: 0.84	0.87	0.87	0.90	0.89	0.84
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
PRIVATE, 1992-93:					
DISCIPLINE: EDUCATION MAJOR FIELD: TEACHER EDUCATION					
AVERAGE					
SALARY: 45618 68 36	36605 99 48	31663 114 52	30741 22 18	26691 17 13	36205 298 66
FAC MIX					
PCT: 0.23	0.33	0.38	0.07	0.06	1.00
SALARY					
FACTOR: 0.84	0.86	0.90	0.92	0.96	0.84
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of teacher education was reported in 77 of the 188 public institutions. The average salary of the 1,214 faculty was \$37,153. This average salary was approximately 4.4 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of teacher education was reported in 55 of the same 188 public institutions. The average salary of the 824 faculty was \$38,913. This average salary was approximately 9.9 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of teacher education after three years in the public institutions studied was 4.7 percent (\$38,913 minus \$37,153 equals \$1,760). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in teacher education average faculty salaries over the three-year period by 8.2 percent or an average of 2.7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of teacher education (4.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.5 percent (10.2% minus 4.7% equals 5.5%) more than faculty in the discipline/major field of teacher education.

The reader may note that the faculty mix percentage in teacher education is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 39 percent vs. 30 percent, and in the 1992-93 study the faculty mix

percentage is lower at the professor rank than at the assistant professor rank: 27 percent vs. 36 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in teacher education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 7.6 percent (92/1,214) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.5 percent (37/824) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of teacher education was reported in 87 of the 297 private institutions. The average salary of the 441 faculty was \$31,645. This average salary was 19 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of teacher education was reported in 66 of the same 297 private institutions. The average salary of the 298 faculty was \$36,205. This average salary was 19.3 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in teacher education after three years in the private institutions studied was 14.4 percent (\$36,205 minus \$31,645 equals \$4,560). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of teacher education (14.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (14.7% minus 14.4% equals .3%) more than faculty in teacher education.

In the discipline/major field of teacher education, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 26 percent vs. 35 percent (1989-90), respectively; and 23 percent vs. 38 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in teacher education was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.6 percent (29/441) vs. 5.4 percent (1,382/-25,703), respectively, and higher in the 1992-93 private study: 7.4 percent (22/298) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of teacher education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,777 (2%) faculty in the discipline/major field of teacher education participated and were included in the 39 disciplines/major fields in each of the four stu-

dies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of teacher education in 1989-90 in the public and private studies were 4 percent below and 16 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in teacher education in 1992-93 in the public and private studies were 9 percent below and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in teacher education in the public institutions received an average annual salary increase of 2.7 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in the discipline/major field of teacher education the professor rank FAC MIX PCTs are higher in the 1989-90 public study and lower in the 1992-93 public study. In the private studies the professor rank is lower than in the assistant professor rank.

Finally, the hiring rate of new assistant professors in teacher education in the 1989-90 and 1992-93 public and private studies is higher than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of teacher education is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Doris V. Barner is a professor of education at Gardner-Webb University, Boiling Springs, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findlay (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN VISUAL AND PERFORMING ARTS

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including visual and performing arts. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of visual and performing arts in the CIP is as follows:

A summary of groups of instructional programs that describe the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 161--50.).]

This article presents a summary of the overall average salary increases in the discipline/major field of visual and performing arts from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's

PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of visual and performing arts for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of visual and performing arts in the 1989-90 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .91 for associate professors in the discipline/major field of visual and performing arts in the 1989-90 public study means that their average salary is 9 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of visual and performing arts with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL & PERFORMING ARTS					
<u>PUBLIC, 1989-90:</u>					
AVERAGE					
SALARY: 43613 168 53	34977 183 51	28716 214 60	26102 29 15	24624 45 24	34395 610 69
FAC MIX					
PCT: 0.28	0.30	0.35	0.05	0.07	1.00
SALARY					
FACTOR: 0.91	0.91	0.90	0.84	1.01	0.89
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL & PERFORMING ARTS					
<u>PUBLIC, 1992-93:</u>					
AVERAGE					
SALARY: 49278 179 44	39752 207 49	32186 216 48	29445 18 11	25814 29 14	39223 631 58
FAC MIX					
PCT: 0.28	0.33	0.34	0.03	0.05	1.00
SALARY					
FACTOR: 0.94	0.93	0.91	0.86	0.97	0.92
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL & PERFORMING ARTS					
<u>PRIVATE, 1989-90:</u>					
AVERAGE					
SALARY: 43132 96 40	33265 133 48	27440 142 48	28900 20 13	23684 22 16	33034 393 75
FAC MIX					
PCT: 0.24	0.34	0.36	0.05	0.06	1.00
SALARY					
FACTOR: 0.91	0.90	0.89	0.97	0.96	0.88
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
DISCIPLINE: VISUAL & PERFORMING ARTS MAJOR FIELD: VISUAL & PERFORMING ARTS					
<u>PRIVATE, 1992-93:</u>					
AVERAGE					
SALARY: 50948 78 33	39056 116 44	31263 105 44	31046 13 7	27857 17 14	38799 316 65
FAC MIX					
PCT: 0.25	0.37	0.33	0.04	0.05	1.00
SALARY					
FACTOR: 0.94	0.92	0.89	0.93	1.00	0.90
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 69 of the 188 public institutions. The average salary of the 610 faculty was \$34,395. This average salary was approximately 12.8 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of visual and performing arts was reported in 58 of the same 188 public institutions. The average salary of the 631 faculty was \$39,223. This average salary was approximately 9 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of visual and performing arts after three years in the public institutions studied was 14 percent (\$39,223 minus \$34,395 equals \$4,828). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in visual and performing arts average faculty salaries over the three-year period by 1.1 percent or an average of .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of visual and performing arts (14%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.8 percent (14% minus 10.2% equals 3.8%) less than faculty in the discipline/major field of visual and performing arts.

The reader may note that the faculty mix percentage in visual and performing arts is lower at the professor rank than at the assistant professor rank in

the 1989-90 study: 28 percent vs. 35 percent, and in the 1992-93 study it is 28 percent vs. 34 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in visual and performing arts in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.8 percent (29/610) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2.9 percent (18/631) vs. 4.3 percent (1,862/-42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 75 of the 297 private institutions. The average salary of the 393 faculty was \$33,034. This average salary was 14 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of visual and performing arts was reported in 65 of the same 297 private institutions. The average salary of the 316 faculty was \$38,799. This average salary was 11.3 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in visual and performing arts after three years in the private institutions studied was 17.5 percent (\$38,799 minus \$33,034 equals \$5,765). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period, is 4.6 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of visual and performing arts (17.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (17.5% minus 14.7% equals 2.8%) less than faculty in visual and performing arts.

In the discipline/major field of visual and performing arts, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 24 percent vs. 36 percent (1989-90), respectively; and 25 percent vs. 33 percent (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in visual and performing arts was equal to the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.1 percent (20/393) vs. 5.1 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 4.1 percent (13/316) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of visual and performing arts and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,950 (1.4%) faculty in the discipline/major field of visual and performing

arts participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of visual and performing arts in 1989-90 in the public and private studies were 11 percent below and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in visual and performing arts in 1992-93 in the public and private studies were 8 percent below and 10 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in visual and performing arts in the public institutions received an average annual salary increase of .4 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent above the cost-of-living.

Third, in the discipline/major field of visual and performing arts the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in visual and performing arts in the 1989-90 and 1992-93 public studies is lower than that in ALL MAJOR FIELDS. In the private studies the hiring rate is equal to that in ALL MAJOR FIELDS in 1989-90 and lower than in 1992-93.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of visual and performing arts is being developed, it is anticipated that this current information will be a valua-

ble reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Roy Jones is an assistant professor in the Extension Division of Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING .	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University of Pennsylvania (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Tarkenton (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Hilliersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Moorehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
 North Adams State College (MA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern State University (SD)
 Northwestern State University of
 Louisiana (LA)
 Oakland University (MI)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Potsdam College of SUNY (NY)
 Queens College (CUNY) (NY)
 Radford University (VA)
 Ramapo College (NJ)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 Sangamon State University (IL)
 Shepherd College (WV)
 Sonoma State University (CA)
 South Dakota School of Mines and
 Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern College of Technology (GA)
 Southern Illinois University at
 Carbondale (IL)
 Southern Illinois University at
 Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 St. Cloud State University (MN)
 State University College at Buffalo (NY)
 State University College-Old Westbury (NY)
 State University of New York College-
 Fredonia (NY)
 State University of New York-Institute of
 Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
 Texas A & M University-Galveston Campus (TX)
 Towson State University (MD)
 Trenton State College (NJ)
 University of Akron (OH)
 University of Alabama-Huntsville (The) (AL)
 University of Alaska Southeast (AK)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Houston-Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland-Baltimore County (MD)
 University of Massachusetts Dartmouth (MA)
 University of Massachusetts Lowell (MA)
 University of Minnesota Duluth (MN)
 University of Missouri-St. Louis (MO)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of North Carolina-Asheville (NC)
 University of North Carolina-Charlotte (NC)
 University of North Carolina-Greensboro (NC)
 University of North Carolina-Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Pittsburgh-Bradford (PA)
 University of Pittsburgh-Johnstown (PA)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Coastal
 Carolina College (SC)
 University of South Carolina-
 Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (The) (TN)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler (TX)
 University of the District of Columbia (DC)
 University of the Virgin Islands (VI)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Platteville (WI)
 Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmino College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)

Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Huskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)	The Sage Colleges, Russell Sage College (NY)
Reed College (OR)	The University of Charleston (WV)
Regis College (MA)	The University of Findley (OH)
Regis University (CO)	The University of Tulsa (OK)
Rhodes College (TN)	Thomas More College (KY)
Rider College (NJ)	Transylvania University (KY)
Rivier College (NH)	Trinity College (DC)
Roanoke College (VA)	Trinity College of Vermont (VT)
Rockford College (IL)	Tufts University (MA)
Rockhurst College (MO)	Tusculum College (TN)
Rollins College (FL)	Union College (NE)
Rosary College (IL)	University of Central Texas (TX)
Rose-Hulman Institute of Technology (IN)	University of Dallas (TX)
Sacred Heart University (CT)	University of Dayton (OH)
Saint Bonaventure University (NY)	University of Denver (CO)
Saint Francis College (PA)	University of Dubuque (IA)
Saint Joseph College (CT)	University of Evansville (IN)
Saint Joseph's College (IN)	University of La Verne (CA)
Saint Mary's College (MI)	University of Miami (FL)
Saint Mary's College of California (CA)	University of New England (ME)
Saint Mary's College of Minnesota (MN)	University of New Haven (CT)
Saint Meinrad College (IN)	University of Portland (OR)
Saint Michael's College (VT)	University of Richmond (VA)
Salem College (NC)	University of Rio Grande (OH)
Salve Regina University (RI)	University of San Diego (CA)
Santa Clara University (CA)	Utica College of Syracuse University (NY)
Seattle Pacific University (WA)	Valparaiso University (IN)
Seattle University (WA)	Virginia Intermont College (VA)
Seton Hill College (PA)	Viterbo College (WI)
Shorter College (GA)	Walsh College (OH)
Simpson College (IA)	Washington and Jefferson College (PA)
Skidmore College (NY)	Washington College (MA)
Southern California College (CA)	Waynesburg College (PA)
Southern College of Seventh-Day Adventists (TN)	Western Baptist College (OR)
Southwestern Assemblies of God College (TX)	Western Maryland College (MD)
Spalding University (KY)	Western New England College (MA)
St. Ambrose University (IA)	Westminster College (PA)
St. Edward's University (TX)	Westminster College of Salt Lake City (UT)
St. John's University (MN)	Wheeling Jesuit College, Inc. (WV)
St. Mary's University (TX)	Whitman College (WA)
St. Norbert College (WI)	Widener University (PA)
Stillman College (AL)	Wilkes University (PA)
Suffolk University (MA)	William Jewell College (MO)
Susquehanna University (PA)	William Penn College (IA)
Tabor College (KS)	Wilmington College (OH)
Taylor University (IN)	Wingate College (NC)
Texas Christian University (TX)	Worcester Polytechnic Institute (MA)
The American University (DC)	
The Catholic University of America (DC)	
The College of Saint Rose (NY)	
The Defiance College (OH)	
The Johns Hopkins University (MD)	

Total Institutions: 297